



# *Sustainability Report*

Transforming Challenges  
into Sustainable Solutions

ENHANCING THE FUTURE





## *65 years of history*

On November 30th, 2024, Simoldes celebrated 65 years of history, innovation, and growth. Since 1959, we have navigated challenges, embraced opportunities, and built the Simoldes of today. This milestone reflects the dedication of our team, the trust of our partners, and the

loyalty of our clients. On this special day, we opened our doors to celebrate 65 years of achievements with our employees, family and community. It was an unforgettable moment to explore our history, our innovations and share a glimpse of the future.





## Message from Simoldes Group President

Dear friends,

At Simoldes Tools, sustainability is not a recent commitment - it is a value rooted in our history and identity. Since our founding in Oliveira de Azeméis sixty five years ago, we have grown into a global organization with operations across Europe, North Africa and the Americas. Yet, our essence remains unchanged: to create value responsibly, with a deep respect for people, place, and planet. Sustainability has always been part of how we operate. From the beginning, we have invested in our communities - supporting education, training, and local development -

because we believe that giving back is not an obligation, but a way of being. This commitment is reflected in our long-standing partnerships with local, regional and national institutions and our continuous efforts to empower the regions where we are present.

We are committed to integrating environmental, social, and governance principles into every layer of our business. As part of this commitment, Simoldes Aços has joined the United Nations Global Compact, aligning its operations and strategies with the Ten Principles in the areas of human rights, labour, environment, and anti-corruption. Our sustainability journey is a continuous one. It requires courage, transparency, and collaboration. And it is through this journey that we reaffirm our role as a responsible industry leader, one that not only adapts to change but helps shape a more sustainable future for generations to come.

**António Rodrigues**  
President

***Our sustainability journey is a continuous one. It requires courage, transparency, and collaboration.***



# Overview



Present in **10 countries** around the world



Around **1000** Human Resources worldwide



Over **20500** injection tools manufactured



**623** Equipments



## In Portugal



Revenue around **129M euros**



Around **908 employees**



Over **90%** of employees are on permanent contracts



**0**

Significant Security Incidents



**0**

Significant Non-Compliance with laws and regulations In 2024





# About this Report

## More than a commitment: a strategic turning point

The **2024 Simoldes Tools Sustainability Report** has been developed based on internationally recognized frameworks and requirements, reflecting the company's commitment to transparency, accountability, and continuous improvement in its environmental, social, and governance (ESG) performance.

The methodology adopted for the preparation of this report is grounded in globally established standards and frameworks. In alignment with the requirements of the **Corporate Sustainability Reporting Directive (CSRD)**, Simoldes Tools began, in 2024, the implementation of internal tools and mechanisms to align its reporting processes with the **European Sustainability Reporting Standards (ESRS)**. This effort marks a significant milestone in the company's sustainability reporting maturity. Additionally, the report structure incorporates indicators from the **Global Reporting Initiative (GRI)**, in its most recent version (2021), ensuring a consistent, comparable, and internationally benchmarked approach. With regard to materiality assessment, the company applies the **principle of**

**double materiality**, evaluating both the impacts of its operations on the environment and society, and the risks and opportunities that ESG issues pose to the business. This process is further strengthened by the **AA1000 Stakeholder Engagement Standard**, ensuring an active and systematic dialogue with its key stakeholders. This report showcases **Simoldes Tools'**

**sustainability journey**, which stems from its overarching strategy and action plan. Through an **ESG-oriented** approach, it presents the main achievements, indicators, and initiatives carried out throughout 2024, reaffirming the company's commitment to a more sustainable, resilient, and responsible future.

This Simoldes Tools Sustainability Report focuses on the disclosure of information on the following sites:



The Sustainability Report is published in digital format on the company's website at: [www.simoldestools.com](http://www.simoldestools.com)  
For any inquiries, please contact: Sónia Leite, Marketing Manager; [sonia.leite@gruposimoldes.com.pt](mailto:sonia.leite@gruposimoldes.com.pt)

## ENVIRONMENTAL



## SOCIAL



## GOVERNANCE





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A large industrial factory floor with a high ceiling and white structural beams. In the foreground, there is a large white industrial machine with a robotic arm. The machine has "ENGEL duo 4000" written on it. To the right of the machine, there is a large bundle of black cables. In the background, there are more industrial machines and a person walking. The floor is light gray and polished.

# company

 **Simoldes**  
Tools

Enhancing the Future





## Message from the CEO

We are living through a time of profound transformation. The convergence of environmental urgency, shifting global political dynamics, and increasingly demanding regulatory frameworks is redefining the role of industry in society. At Simoldes Tools, we understand that sustainability is no longer a choice — it is a responsibility and a strategic imperative. This transformation is unfolding against a complex global backdrop. In 2025, rising geopolitical tensions and a shift toward short-term economic strategies in some regions have created uncertainty around the global sustainability agenda. While parts of the world are retreating from climate commitments, the European Union

*At Simoldes Tools, we understand that sustainability is no longer a choice — it is a responsibility and a strategic imperative.*

continues to lead with ambitious regulatory frameworks such as the Green Claims Directive and the Packaging and Packaging Waste Regulation. For companies like ours, this means navigating a fragmented regulatory landscape while staying true to our long-term vision. We see these challenges as opportunities. Our commitment to sustainability is not new, but today it is more strategic than ever. We are integrating ESG principles into every layer of our operations — from energy efficiency and circularity in production to transparent reporting and stakeholder engagement. Our recent investments in renewable energy and our alignment with the European Sustainability Reporting Standards are just the beginning. This journey demands innovation, agility, and above all, collaboration. At Simoldes Tools, we believe that sustainability is not a constraint — it is a catalyst for excellence, resilience, and long-term growth. Together, we are building a future where responsibility and competitiveness go hand in hand.

**Rui Paulo Rodrigues**  
CEO Simoldes Tools







# About Simoldes

*From the factory floor to every leadership role  
— we are the driving force behind everything we do.*



Since its founding in 1959, Simoldes Tools has collaborated with a wide range of industries. From the very beginning, our growth has been driven by a commitment to understanding and adapting to the evolving needs of our clients. We design, innovate, and manufacture with a clear purpose: to do better - and more sustainably - every day, contributing meaningfully to our clients' value chains. At Simoldes Tools, sustainability is not just a goal - it's a daily practice. It's a commitment rooted in transparency, continuous improvement, and critical reflection, shared openly with all our stakeholders. We operate with a strong sense of business responsibility, acting ethically and proactively for the benefit of society and the environment.



# Synergies



At Simoldes Tools, our approach is integrated, strategic, and customer-focused. With a global vision of both upstream and downstream customer needs, we deliver solutions tailored to every

stage of the production process and across the entire value chain. Our strong focus on time to market ensures each project is developed with agility, without compromising on quality or innovation.

We provide comprehensive coverage of the entire value chain, from cost-driven design to technical part development, including B-surface modeling, always backed by deep industry expertise built over decades.

This combination of insight, efficiency, technical competence, and close customer collaboration enables us to generate sustainable value — not only for our partners but for the entire industry.







# Simoldes Tools

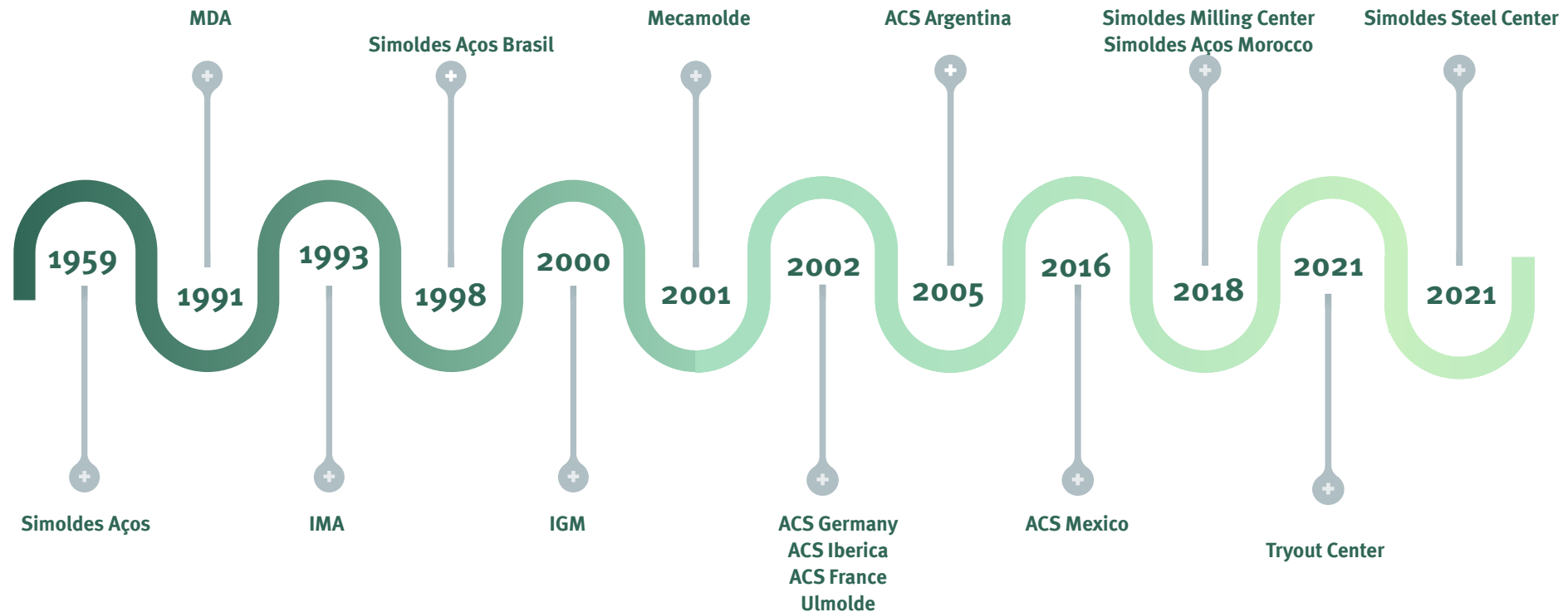
*Simoldes Tools stands as one of the world's leading mold manufacturers, backed by over 60 years of industry experience.*

Our deep-rooted expertise enables us to address the specific demands of diverse sectors with precision and adaptability. Using cutting-edge technology, we produce high-quality

steel moulds, ranging from small components to large-scale tools up to 120 tons for plastic injection applications. From concept to production, we deliver

innovative, end-to-end solutions that create tangible value for our clients. Our legacy is built on a clear mission and strong core values, cultivating lasting trust among employees, customers,

and suppliers. This forms a robust ecosystem anchored in responsibility, accuracy, and loyalty — principles that continue to define who we are.



# 10 COUNTRIES, ONE VISION:

SHAPING THE FUTURE OF INDUSTRY  
ON A GLOBAL SCALE.

*To be a global benchmark  
in the mold-making industry,  
recognized for quality, innovation,  
and responsibility, building  
a more sustainable future  
through precision engineering.*



## Vision

To be the best and most sustainable mold maker in the world.



## Mission

Promote a collaborative and integrative business environment, sustained by customer preference and continuous improvement resulting in maximized returns for our stakeholders.



## Values

Dedication, commitment, passion, integrity, respect towards our customers, employees and society.







*The strategic orientations of Simoldes Tools management are defined in an internal Policy, approved by top management and revised in 2024, and they are anchored in the following principles:*



**Customer satisfaction**, by ensuring the consistent supply of Goods and Services, in conformity with the agreed requirements, proposing product improvements, promoting a partnership relationship and making a world support network available.



**Supplier involvement**, by sharing resources, skills and value creation for both sides, developing solutions to reduce costs.



**Co-worker involvement and valuation**, by promoting communication, participation and appropriate skills acquisition for the working function performance.



**Creating safe and healthy working conditions** for all our Employees, Customers, Service Providers and other Stakeholders, to prevent work-related injuries and health problems, through the adoption of work techniques and methodologies that eliminate hazards and reduce risks to safety and health at work and ensure complete physical, mental, and social well-being.



**Updating the technological resources** by continuously searching for the most recent trends.



**Environmental protection** through the prevention of noise and air pollution, management of water resources, waste, hazardous substances and minimisation of environmental impacts resulting from activities from a life cycle perspective of manufactured products (including the end of the product's life), with a view to continuous improvement of environmental performance.



Keeping an integrated **management system**, in a participated way, promoting its continuous improvement.



**Maximization of the productive profitability**, by selling at the best price allowed by the market and producing at the lowest possible cost, supported by efficient and effective functioning of the production resources.



**Understand the Needs and Expectations** from the Concerned Parties assuring their satisfaction.



**Solidarity**, by supporting social institutions, as well as public interest initiatives.



**Ensuring that the laws and regulations** applicable to the company, mould making and implemented integrated system are fulfilled.



**Promote consultation and active participation of all Employees**, so that they are involved in the development and improvement of working conditions, being an integral part of the decision-making process.

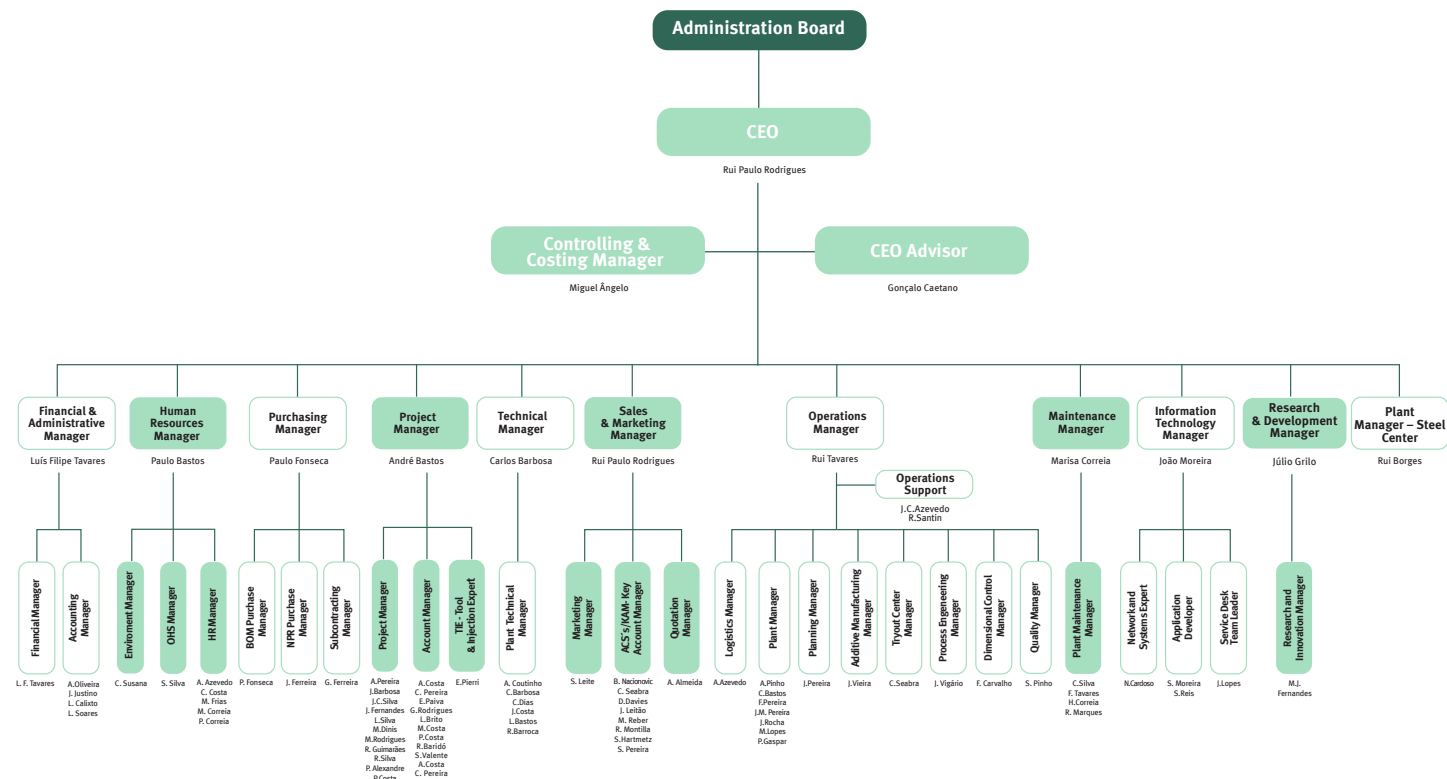
# Company Organization

*Our organizational structure can be represented as follows, reflecting the hierarchy, areas of responsibility, and reporting lines that ensure efficient management aligned with our corporate strategy.*

Our organizational structure is headed by a Board of Administration, led by a President, from which the CEO is appointed. The CEO is responsible for executing the strategies and decisions approved by the Board and for overseeing the organization's daily operations. All departments report directly to the CEO, ensuring aligned and efficient management. The leadership team is composed of the following department heads:

- Financial & Administrative Manager
- Human Resources Manager
- Purchasing Manager
- Project Management Manager
- Technical Manager
- Sales & Marketing Manager
- Operations Manager
- Maintenance Manager
- Information Technology Manager
- Research & Development Manager
- Plant Manager – Steel Center

Each of these managers leads a dedicated team responsible for the key areas within their scope. Additionally, there are two roles reporting directly to the CEO: the Controlling & Costing Manager and the CEO Advisor.





# Portfolio

*Simoldes Tools has a diverse portfolio within a diverse set of sectors:*

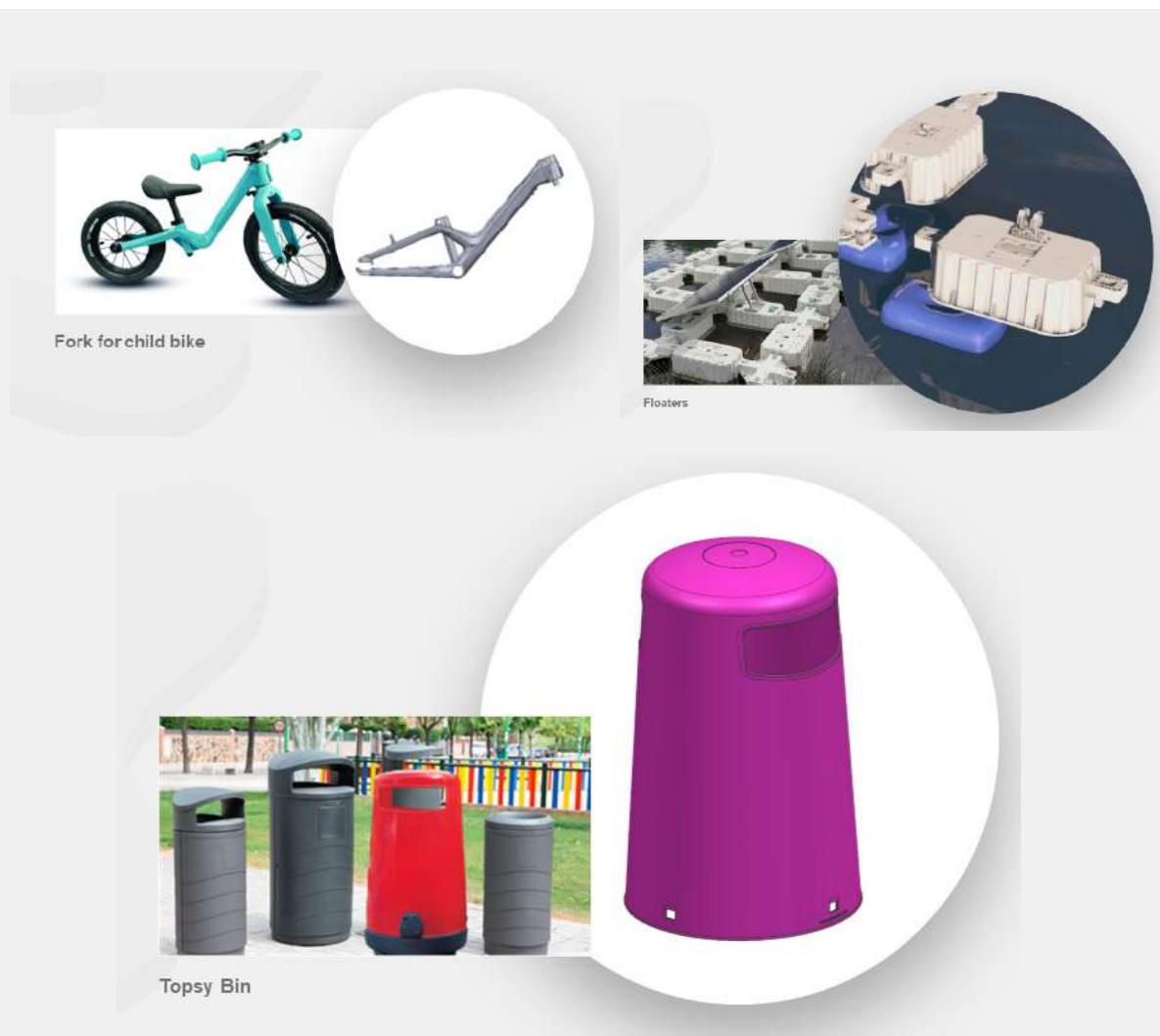
## Mobility



## Consumer Goods



## Specialized Industries



# Automotive Sector

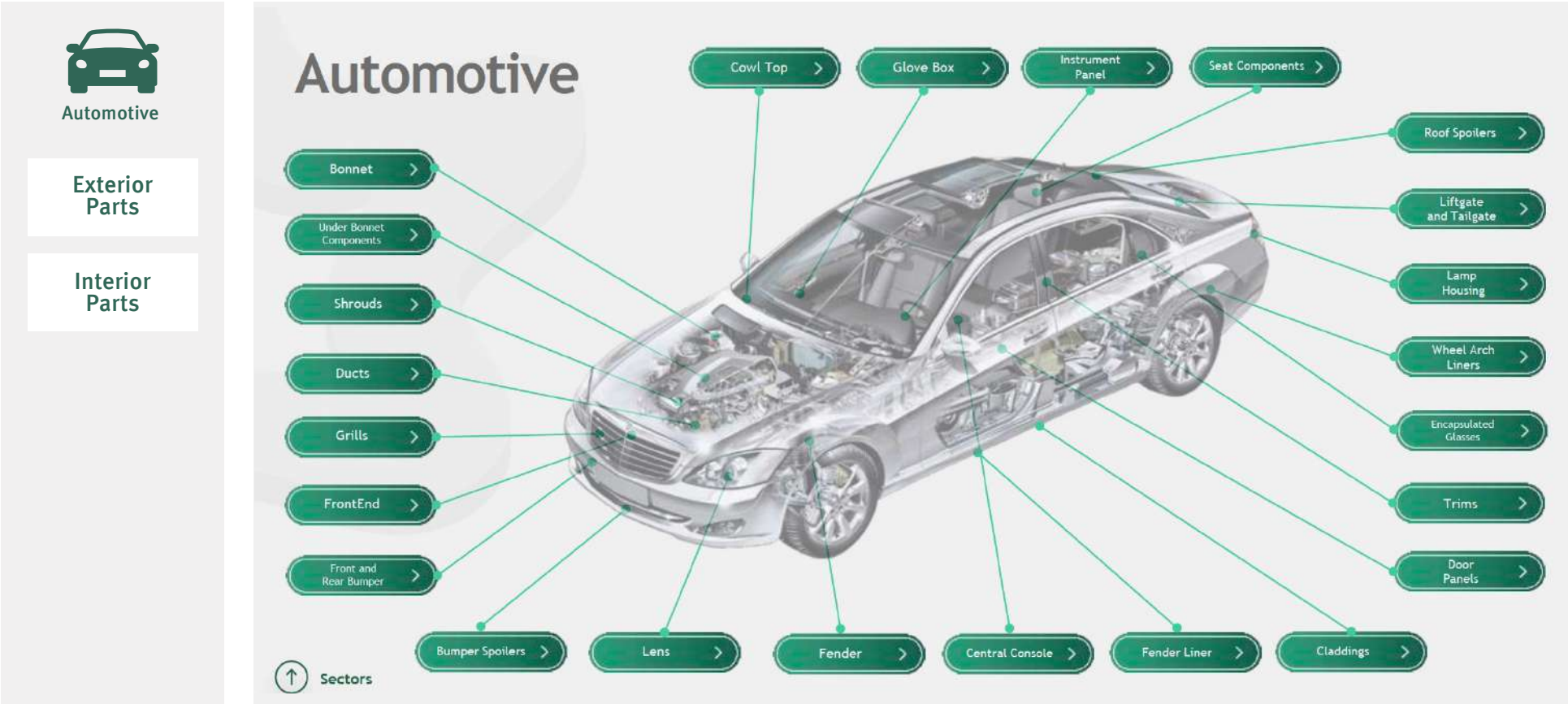


Figure 1- Examples of products manufactured at Simoldes Tools



# Sustainability Strategy





## *Message from Sustainability Manager*

Our approach to sustainability is rooted in collaboration. At Simoldes Tools, we believe that meaningful progress happens when every part of the organization is engaged. That's why our sustainability efforts are co-created across departments, ensuring shared ownership and impact.

Our sustainability practices are aligned with the UN Sustainable Development Goals and now further reinforced by our recent inclusion in the United Nations Global Compact. This alignment ensures that our operations uphold internationally recognized principles in human rights, labor, environment, and anti-corruption. We are

continuously innovating to reduce our environmental footprint and enhance operational efficiency. From adopting renewable energy sources to developing lighter, more efficient tools, our initiatives are designed to align with global sustainability goals while driving product and process improvements.

What truly distinguishes our approach is the structure of our sustainability team. It is a holistic, cross-functional group composed of members from all areas of the company — from production and engineering to HR, procurement, and marketing. This inclusive model ensures that sustainability is not siloed but integrated into every decision and process, fostering a culture of shared responsibility and continuous improvement. Through this integrated strategy, we generate long-term value for our employees, customers, suppliers, and communities. Sustainability is not just a responsibility — it is our strategic advantage and our promise to future generations.

**Sónia Leite**  
Marketing Manager

*Sustainability is not just a responsibility — it is our strategic advantage and our promise to future generations.*





# Sustainability Approach

The integration of sustainability into the business model represents a strategic imperative for organizations seeking to ensure their relevance and resilience in an ever-evolving economic, environmental, and social context. Sustainability is not a parallel dimension of organizations, but rather as a cross-cutting axis that influences decisions, operations, and long-term value creation.

Incorporating ESG principles into the business model involves aligning organizational goals with stakeholder interests, anticipating emerging risks, identifying sustainable opportunities, and actively contributing to the Sustainable Development Goals (SDGs).

This approach enhances competitiveness, fosters responsible innovation, improves access to sustainable financing, and strengthens institutional reputation.

Sustainability should therefore be reflected in the value proposition, internal processes, value chain, products and services, as well as in performance evaluation mechanisms. At Simoldes Tools, we are firmly committed to social responsibility, with a strong focus on environmental protection, employee health and safety, and respect for human rights. Our sustainability policy reflects our ambition to go beyond legal compliance, setting goals and actions aligned with the United Nations

Sustainable Development Goals. To support this commitment, we have established 12 sustainability principles, designed to generate both short- and long-term value. These principles aim to maximize positive impacts and minimize negative effects on society and the environment throughout our entire value chain, based on ethical, transparent, and responsible practices. The year 2024 marked a turning point, as we began building the mechanisms and tools for sustainability management in line with the requirements of the European Corporate Sustainability Reporting Directive (CSRD). This effort represents a significant step forward in embedding sustainability into the company's strategy and operations.





# 12 Sustainability Principles



At Simoldes Tools, sustainability is lived daily and constitutes an exercise in transparency, continuous improvement and fundamental reflection for ourselves and stakeholder.



We act with corporate responsibility, so we act actively, ethically and responsibly for the benefit of society and the environment.



Sustainability, competitiveness and innovation are strategic pillars to face future challenges and contribute towards improving social and environmental conditions and are therefore taken in consideration in all business decisions.



## ENVIRONMENTAL

Our commitment to environmental protection and the challenge of decarbonisation are increasingly present, so we invest in renewable energy, energy efficiency, recyclability and the application of new materials that are lighter and more environmentally friendly.

We are committed to Climate Change Mitigation Policies with special focus on the reduction of Greenhouse Gas Emissions (GFEE) and the reduction of our products' CO2 footprint.

E



## SOCIAL

Our employees are the fundamental support for the success of the company. The promotion of a safe and balanced environment at physical, social and psychological level is one of the fundamental axes in the management of Employees, as well as the creation of decent, non-discriminatory jobs with adequate remuneration, always promoting social equity of human capital.

Simoldes Tools is integrative and inclusive, promoting equal opportunities in various ethical, religious and social aspects.

Aware of the risks related to occupational safety, we promote a culture of safety among all our workers and other stakeholders, ensuring a safe and secure working environment, access to quality health conditions and encouraging a healthy and sustainable lifestyle.

People are the most influential factor in sustainability, believing and valuing human capital ensures sustainability in the future.

S



## GOVERNANCE

We engage our supply chain in our effort to build a better future for all by developing and implementing mechanisms that strengthen this awareness and collaboration.

G



# Our priority SDGs

The Sustainable Development Goals (SDGs), defined by the United Nations as part of the 2030 Agenda, represent a global call to action to address the main social, environmental, and economic challenges of our time. Comprising 17 goals and 169 targets, this agenda aims to promote inclusive and sustainable development, ensuring a fairer and more balanced future for all.

At Simoldes Tools, we recognize the importance of aligning our strategy and operations with the SDGs, taking on the responsibility of actively contributing to a more sustainable industrial sector. Our activity, focused on the engineering and production of moulds, has a direct impact on several critical areas, such as innovation, resource efficiency, decent work, and climate action. As part of our commitment, we have assessed the most relevant SDGs for our operations and identified those where we can generate the greatest positive impact.



The year 2024 was a significant milestone for Simoldes Tools, as it marked our commitment to the United Nations Global Compact, reinforcing our dedication to the universal principles of human rights, decent work, the environment, and anti-corruption. This strategic step consolidates

our position as a responsible company aligned with the best international practices in sustainability and business ethics. By joining this global initiative, Simoldes Tools reaffirms its determination to actively contribute to the Sustainable Development Goals (SDGs) and promote a positive impact

in the communities where we operate. Participation in the Global Compact provides additional motivation for us to continue innovating and evolving, ensuring that social and environmental responsibility remain at the core of all our operations and strategic decisions.

# Risk Management

*At Simoldes Tools, risk management is one of the fundamental pillars of our business strategy.*

Risk management is a core strategic pillar at Simoldes Tools, fully embedded in our decision - making processes and governance model. In today's increasingly dynamic, uncertain, and interconnected global landscape, we recognize that the ability to proactively identify, assess, and manage risks is critical to ensuring the long - term resilience of our business, the protection of our assets, and the continued trust of our stakeholders.

Our risk management approach is holistic, cross - functional, and participatory, engaging various departments across the organization. We focus on identifying a broad spectrum of risk factors — both internal and external — that could affect our strategic, operational, environmental, financial, or reputational objectives. This includes not only traditional business risks but also emerging risks related to sustainability, regulatory changes, supply chain disruption, digital transformation, and climate change. We adopt a structured methodology that evaluates risks based on two key dimensions: severity — which considers the scale, scope, and potential irreversibility

of impacts — and probability, or the likelihood of occurrence. Based on this assessment, we prioritize risks and define mitigation, prevention, or contingency strategies accordingly. At the heart of our model is the belief that building a strong risk-aware culture is essential. This involves promoting transparency, shared accountability, informed decision - making, and a mindset of continuous learning and improvement throughout the organization. Training, communication, and leadership engagement are fundamental to embedding this culture in our daily operations. In 2024, we began enhancing our risk management framework in alignment with the Corporate Sustainability Reporting Directive (CSRD), integrating ESG-related risks and opportunities in to our materiality assessment. This evolution reflects our commitment to not only managing risk but transforming it into a driver of innovation, competitiveness, and sustainable value creation. Ultimately, effective risk management at Simoldes Tools empowers us to better anticipate challenges, seize opportunities, and ensure the long-term success and sustainability of our organization.





# Double Materiality

The principle of double materiality guides sustainability approach at Simoldes Tools. This concept recognizes the importance of understanding both the organization's impacts on the environment and society (impact materiality) and how environmental, social, and governance (ESG) issues affect the company's financial performance (financial materiality). This principle, established by the Corporate Sustainability Reporting Directive (CSRD) and operationalized through the EFRAG guidance, was central to the development of our first materiality assessment process, conducted in 2024. The purpose of this process was to identify the most

relevant material topics for Simoldes Tools and its stakeholders, based on a structured and robust methodology (Annex 1). This included:

- The identification of impacts, risks, and opportunities across different ESG areas;
- The assessment of severity (scale, scope, and irreversibility) and probability of occurrence of these impacts;
- The financial analysis of material risks and opportunities affecting the resilience and viability of our business model;

- And the prioritization of topics according to their strategic relevance and influence on stakeholder decision-making.

Regarding stakeholder engagement, we followed the principles of the AA1000 Stakeholder Engagement Standard, ensuring an inclusive, transparent, and responsive process. Our key stakeholders — including employees, customers, suppliers, local communities, regulatory bodies, and institutional partners — were identified based on criteria such as dependency, responsibility, influence, and proximity. We carried out internal and external consultations, involving cross-

functional teams and stakeholder representatives to ensure a comprehensive understanding of their expectations, concerns, and sustainability priorities. The results of this process enabled Simoldes Tools to build its double materiality matrix, which now serves as the foundation for our ESG strategy, public commitments, and sustainability reporting structure. This exercise marks a significant step in aligning the company with leading European and international best practices, reinforcing our transparency, management capabilities, and long-term value creation.



# Stakeholder Mapping

At Simoldes Tools, we place strong value on the transparent, continuous, and structured engagement of stakeholders, recognizing that actively listening to their input is essential for building a solid sustainability strategy aligned with the real expectations of our ecosystem. Integrating their concerns, interests, and suggestions enables us to anticipate risks, identify relevant opportunities, and drive the creation of long-term sustainable value. With this commitment in mind, we

initiated the process of mapping and prioritizing our stakeholders, using an internationally recognized methodology in line with leading global practices. This process was guided by the AA1000 Stakeholder Engagement Standard, one of the key international frameworks for stakeholder involvement, and was complemented by the requirements of the European Sustainability Reporting Standards (ESRS), under the new European regulatory framework for sustainability.

Using this methodology, stakeholders were prioritized based on their level of influence and dependence, each rated on a scale from 1 to 10.

Stakeholders with scores above 5 in both dimensions were considered to be significantly impacted by Simoldes Tools. The most affected stakeholders include employees and other workers, suppliers, customers, social and business partners, and investors.

These groups may experience positive or negative impacts from Simoldes Tools' operations and from its direct and indirect relationships throughout the value chain. In addition, investors, insurance companies, public authorities, credit institutions, and governments are identified as the primary users of sustainability disclosures, given their role as key users of general-purpose financial reporting.

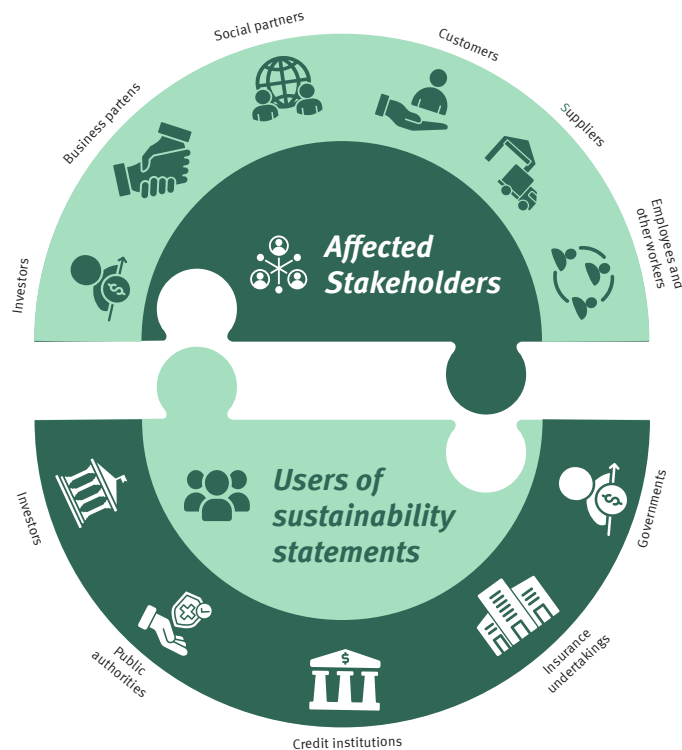


Figure 2 - Affected Stakeholders

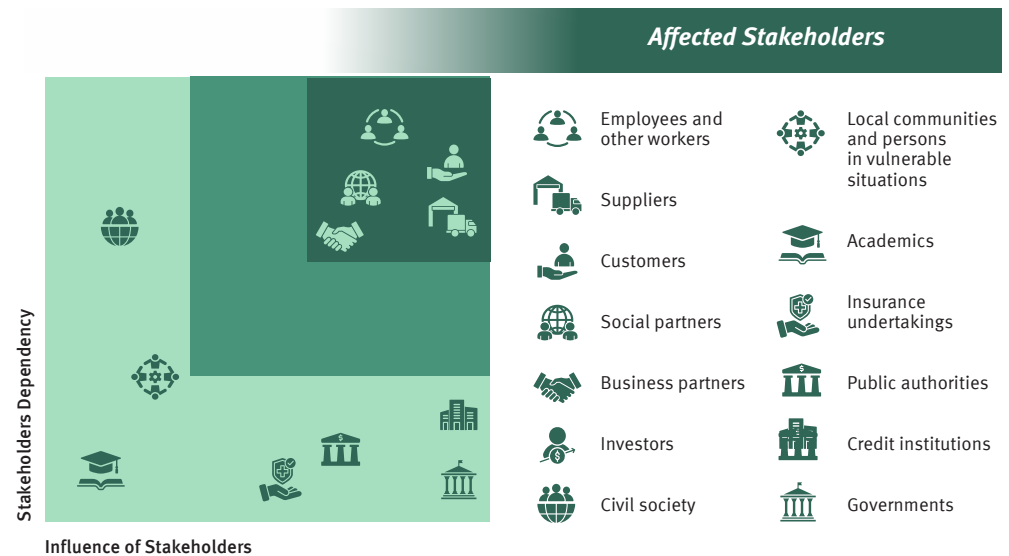


Figure 3 - Matrix of Affected Stakeholders







# Stakeholder Engagement

*Fostering trust and driving strategic alignment.*







We recognize the importance of ensuring and strengthening engagement with our affected stakeholders, as their perspectives are essential to shaping a responsible and resilient business strategy. In line with international standards and best practices, Simoldes Tools has established a set of structured engagement mechanisms to guarantee clear, accessible, and transparent communication with its key stakeholder groups.

These mechanisms are designed not only to inform, but also to listen, respond, and collaborate, promoting mutual trust and long-term value creation. Table 1 provides an overview of the planned engagement mechanisms and the respective stakeholder groups they target. The main mechanisms of engagement adopted by Simoldes Tools include:

- **Corporate Website-** a central platform for providing updated and accessible information to all stakeholders;

- **Meetings-** regular sessions with employees, customers, suppliers, and institutional partners to foster dialogue and collect feedback;
- **Social Media-** used to maintain active and dynamic communication with the wider community and enhance visibility of our sustainability initiatives;
- **Email-** to facilitate two-way communication and respond to specific inquiries, concerns, or suggestions from stakeholders.

Through these channels, Simoldes Tools aims to strengthen accountability, promote inclusiveness, and ensure that stakeholder insights are integrated into strategic decision-making. This approach is aligned with our commitment to good governance, ethical practices, and continuous improvement in sustainability performance.

	 Employees and other workers	 Suppliers	 Customers	 Business partners	 Investors	 Social partners
<b>Reports</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Website</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>ERP</b>	<input checked="" type="checkbox"/>					
<b>Employee Survey</b>	<input checked="" type="checkbox"/>					
<b>Meeting</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Newsletter</b>	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>	
<b>Events</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>Social Media</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>E-mail</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**Table 1 - Stakeholder Engagement Mechanisms**

## Materiality Disclosure

Materiality is central to our strategic planning at Simoldes Tools, guiding us in identifying key areas for improvement in the coming years. This was the first year we disclosed based on the Double Materiality principle, using the official EFRAG support guide as our methodology.

Our materiality analysis was initiated with a benchmarking of industry ESG needs and stems from the analysis of financial impacts, risks, and opportunities identified and evaluated by the

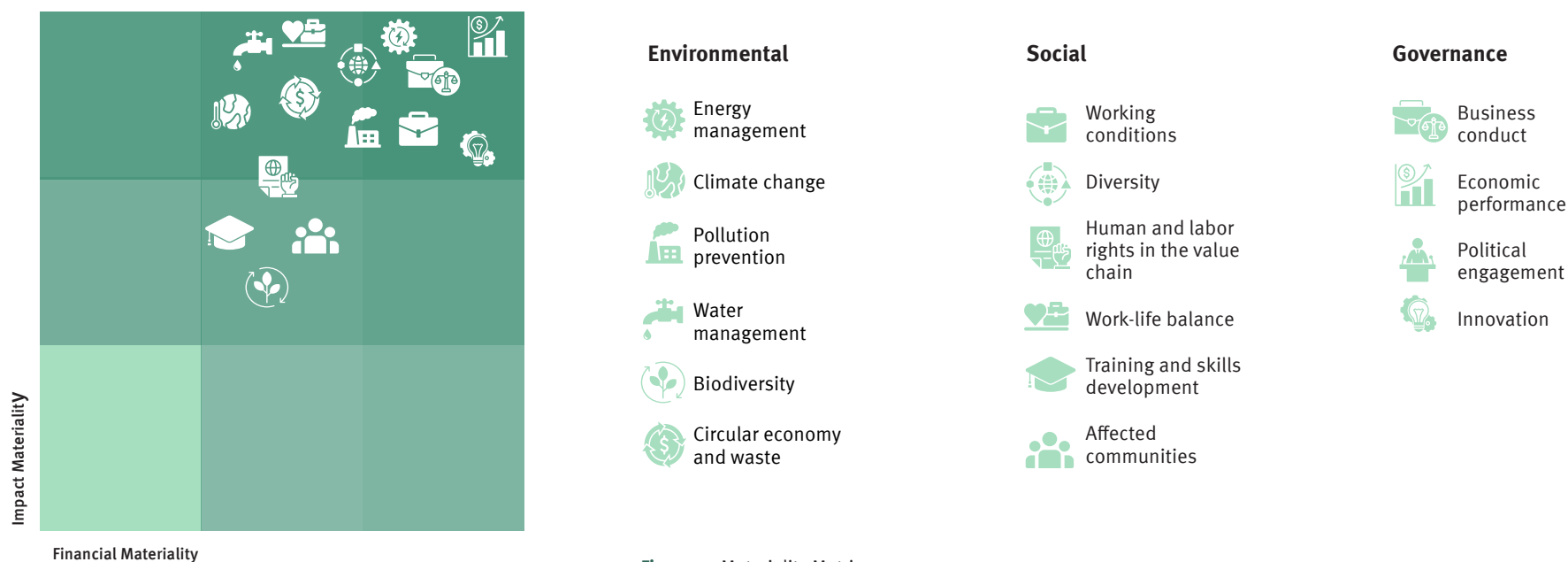
multidisciplinary team at Simoldes Tools. This process resulted in the material topics shown on the right.

To make a meaningful impact and contribute positively, we evaluate all relevant Sustainable Development Goals (SDGs) and associated targets within our key focus areas.

This approach enables us to address gaps in human needs through our business activities.



## Materiality Matrix



**Figure 4 - Materiality Matrix**



# Certifications & Sustainability Standards

*Excellence in environmental and social responsibility,  
promoting a more sustainable and ethical future for all.*

For us, certifications such as ISO 14001 and **ISO 9001** are fundamental in ensuring excellence and sustainability across its operations. **ISO 14001** reinforces our commitment to environmental management, while ISO 9001 ensures the maintenance of high-quality standards.



ISO 9001:2015



ISO 14001:2015

## EcoVadis | Sustainability Rating



The year 2024 was particularly significant for us, as we achieved the Gold distinction from EcoVadis, a recognition of excellence in sustainability. This award reinforces our ongoing commitment to responsible and sustainable practices, consolidating our position as responsible leaders in the sector.

The EcoVadis assessment covers essential areas such as the environment, human rights, ethics, and sustainable purchasing practices, reflecting the effectiveness and impact of our policies and actions. Achieving the Gold level demonstrates that we are among the companies that best integrate sustainability into their operations, exceeding the expectations of clients, partners, and other stakeholders.

This recognition motivates us to continue innovating and evolving, strengthening our mission to promote sustainable and responsible development throughout our entire value chain.



# Economic Profile & Governance



Enhancing the Future



*Integrating sustainable practices into its business model has significantly strengthened the company's resilience and economic performance.*

## **Message from Financial Manager**

Simoldes Tools recognises that sustainability is not just a response to the demands of the present, but a fundamental strategy for securing the future. Integrating sustainable practices into its business model has significantly strengthened the company's resilience and economic performance, while promoting operational efficiency, access to green financing, attractiveness to investors and differentiation in the global market. By adopting a proactive approach to environmental and social matters, Simoldes Tools anticipates risks associated with resource scarcity, volatile raw material prices and legislative changes. The focus on the circular economy, by optimising the life cycle of the materials used in mould production, and the increasing digitalisation of processes - including simulation and additive manufacturing - reduce dependence on traditional resources and increase the ability to adapt to uncertain contexts.

On an economic level, sustainability translates into tangible gains. Simoldes Tools has been investing in technologies and processes that promote energy efficiency and minimise waste, generating significant cost reductions. These operational gains, combined with a strategic vision aligned with ESG criteria, make the company more attractive to financiers and institutional investors, who increasingly favour organisations with a proven positive impact. Sustainable innovation is another driver

of Simoldes Tools' competitiveness. The development of moulding solutions that respond to the challenges of electric mobility, the lightness of components and the recyclability of materials demonstrates the company's ability to align technological innovation with environmental responsibility. Collaboration on R&D projects with international partners reinforces this dynamic and positions the company as an active agent in the transition to a greener industry.

In addition to innovation and economic performance, sustainability strengthens the Simoldes Tools brand as an employer and trusted partner. The commitment to responsible practices, the promotion of employee safety and well-being and involvement with the local community reflect an organisational culture centred on respect and the creation of shared value. Finally, by contributing to a more sustainable industrial ecosystem, Simoldes Tools strengthens the foundations of its own continuity. Building solid relationships with customers, suppliers, institutions and public organisations is supported by a shared vision of sustainable progress. This strategic approach not only strengthens the company's competitive position in the present but also guarantees its ability to thrive in an increasingly demanding and sustainability-orientated future.

**Luís Filipe Tavares**  
*Financial Manager*

# Economic Performance

Simoldes Tools has shown consistency and resilience over the years, standing firm in a highly competitive and unpredictable market. This solid performance resulted in a 10% increase in revenue compared to 2022, reinforcing the company's position as a reference in the sector.

These results reflect not only Simoldes Tools' ability to adapt to the challenges and constant transformations of the global market, but also its ongoing commitment to quality, technological innovation and customer satisfaction. Through continuous investment in

research, development and process modernisation, the company has been able to anticipate trends, offer increasingly efficient solutions and strengthen strategic partnerships worldwide.

In this way, Simoldes Tools reaffirms its mission to create sustainable value, driving the growth of its clients and contributing to the development of the industrial sector both nationally and internationally.

In 2024, there was an increase in the distributed economic value, reflecting Simoldes Tools' solid financial performance and its ability to create value for all stakeholders.

More than 70% of this value was allocated to operating costs, demonstrating the company's commitment to efficiency and the continuity of its activities. Around 24% was directed to employee wages and benefits, reinforcing the focus on valuing human capital, which is essential for Simoldes Tools' innovation and competitiveness. This growth in distributed economic value is a clear sign of responsible financial management, which not only ensures returns for investors but also guarantees the company's tax obligations are met. In this way, Simoldes actively contributes to

the funding of public services and infrastructure that benefit society as a whole.

The balance between reinvestment in the business, shareholder satisfaction and social contribution illustrates the sustainable approach that guides Simoldes Tools' operations. This commitment is reflected in the creation of shared value, the promotion of responsible practices, and the consolidation of a growth trajectory that seeks to respect the needs of both present and future generations.

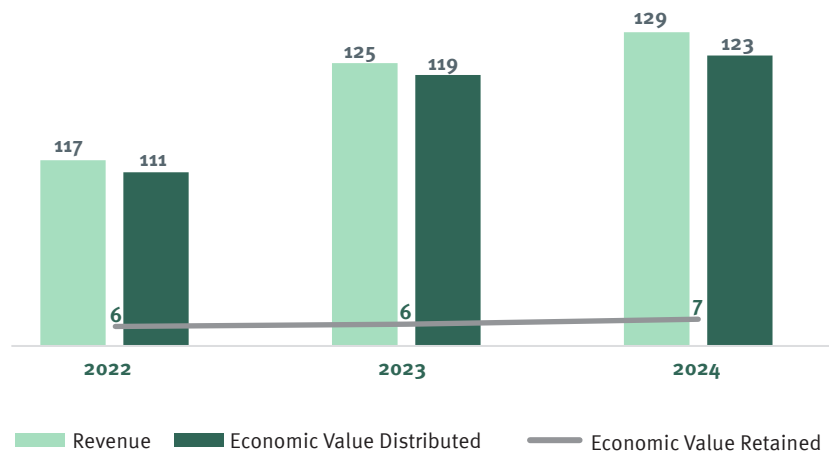


Figure 5 - Revenue, economic value distributed, and economic value retained, from 2022 to 2024 (M€)

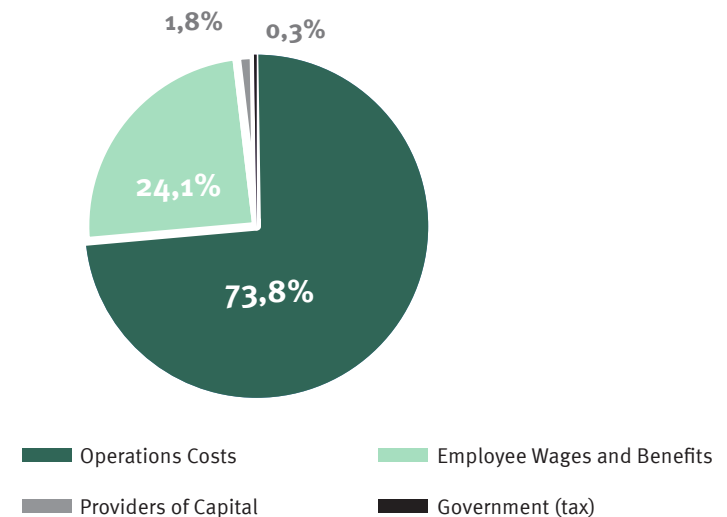


Figure 6 - Economic value distributed by category (%)



# Governance

At Simoldes Tools, we believe that sustainability is inseparable from strategic management and long-term value creation. This commitment is reflected in the way the management bodies take an active role in sustainability, integrating economic, social and environmental dimensions into daily decision-making. The management bodies at Simoldes Tools play a central role in risk management, particularly regarding sustainability. This process is structured to ensure that strategic decisions incorporate sustainability principles, maintaining a balance between the organisation's economic, social and environmental objectives.

## AMONG THE MAIN FUNCTIONS AND RESPONSIBILITIES ARE:

- Defining the guidelines for the integrated management of risks and opportunities, including those related to sustainability;
- Monitoring the implementation of policies, targets and initiatives aimed at mitigating negative impacts and enhancing positive ones;
- Periodically reviewing monitoring and reporting processes to ensure transparency and alignment with national and international best practices;

- Supporting the adoption of corrective measures whenever significant deviations from strategic objectives are identified.

In addition, the management bodies bring together extensive and highly relevant experience covering the key sectors and products in which Simoldes Tools operates — particularly the automotive and consumer goods industries. This sector-specific expertise, combined with a deep understanding of the worldwide dynamics, enables the company to better identify challenges and seize market opportunities.

Furthermore, the management and supervisory bodies — including relevant committees — are formally informed on an annual basis about the material impacts, risks and opportunities identified, the due diligence processes implemented, and the effectiveness of the policies, actions, metrics and targets adopted to address them. This reporting is aligned with the Group's strategic planning cycle and takes into account the evolving challenges of the market, supporting well-informed decision-making.

The governance bodies also consider these sustainability-related impacts, risks and opportunities

when overseeing the company's overall strategy, evaluating key business decisions, and monitoring risk management processes. This includes assessing potential trade-offs, reviewing sensitivity analyses to uncertainty, and ensuring that sustainability is fully integrated into the creation of long-term value for all stakeholders.

With this structured and forward-looking approach, Simoldes Tools reinforces its commitment to sustainability as a fundamental element of risk management, strategic alignment and operational excellence.



# Diversity in the Management Team

We recognise the importance of sustainable and forward-looking leadership, capable of addressing current and future challenges. We believe that diversity of backgrounds, experiences, ages and genders enriches decision-making and strengthens the company's long-term competitiveness.

The composition of our top management team partly reflects the historical context of the metalworking sector, which has traditionally been male-dominated. Currently, 80% of the members of our top management are men, a result of established professional paths, specialised technical knowledge, and merit-based criteria that are essential for roles of high responsibility.

Additionally, around 67% of the members of the top management team are over the age of 50, reflecting a leadership profile grounded in experience, stability and in-depth knowledge of the industry, technologies and markets in which we operate — particularly the automotive sector and the consumer goods-making industry.

It is also important to highlight that all members of the top management team are executive members; there are no non-executive or independent members. This structure reflects the operational nature of our leadership and the direct involvement of each member in the company's strategic and daily management. Despite this context, we remain

strongly committed to fostering greater diversity and equal opportunities, in alignment with our corporate values and international sustainability best practices. The leadership at Simoldes Tools actively prioritises the regular review of internal policies, the implementation of training and development initiatives, as well as creating conditions that attract and retain more diverse talent — both in terms of gender and generational representation.

At Simoldes Tools, we view diversity in top management not merely as a target, but as an ongoing and dynamic process. It is a key element in generating sustainable value for all stakeholders and contributing to a more balanced and inclusive society.

31 - 49 Years old

33%

50 > Years old

67%

Figure 7 - Management Team by age group



# Responsible Business

We acknowledge the impact of our activities and recognize the central role of the value chain within our business model. Sustainability is a

guiding principle of our management approach, with the value chain playing a key role in our ecosystem. We are committed to integrating sustainable

practices into our operations, working closely with suppliers to ensure responsible sourcing of raw materials. Furthermore, we aim to

deliver sustainable solutions to our clients, fostering a responsible cycle that creates shared value for all stakeholders.

## UPSTREAM

### Raw Material Supply



The supply of raw materials is essential to ensuring the quality of the moulds produced by Simoldes Tools. High performance steel and other metal alloys are sourced from suppliers that guarantee the durability and performance required for the tools.

### Mold Manufacturing



Simoldes Tools relies on state-of-the-art machines, such as CNC equipment and automation technologies, to ensure precision and efficiency in mold production. These machines are provided by specialized suppliers who offer advanced technological tools to maximize productivity and ensure that moulds meet high standards of excellence.

### Research and Development (R&D)



Constant innovation is a strategic pillar for Simoldes Tools, and Research and Development (R&D) plays a fundamental role in this process. The company invests in partnerships with universities, research centers, and technology providers to develop new solutions and improve manufacturing processes.

## OPERATIONS

### Design and Development



The process begins with the design phase, where Simoldes Tools works closely with its clients to develop customized plastic injection moulds according to their technical specifications and the best practises.

### Mold Manufacturing



Manufacturing takes place in modern facilities equipped with high-tech machines, allowing accurate machining of materials like steel and metal alloys. Simoldes Tools uses advanced manufacturing and additive manufacturing processes such as in-line manufacturing to optimize production, reduce waste, and increase efficiency.

### Maintenance and Support



In addition to designing and manufacturing moulds, Simoldes Tools offers maintenance and technical support services to its clients. This includes after-sales follow-up, repairs, and modifications to moulds throughout their lifespan, ensuring they continue to operate at maximum efficiency and extending their durability.

## DOWNSTREAM

### Distribution and Logistics



After manufacturing, the moulds must be safely transported to customers, who are largely automotive manufacturers and plastic parts suppliers. Efficient logistics is essential to ensure that the moulds reach their destinations within the established deadlines and in perfect condition. This involves partnerships with transportation companies and a well-managed, agile distribution chain, especially in global markets.

### Customer Relationship Management



Simoldes Tools establishes long-term partnerships with its clients, aiming to understand their needs and adapt its offerings, which contributes to customer loyalty and business expansion.



# Business conduct

*Ethics, transparency and integrity as the pillars of our operations.*

At Simoldes Tools, we are firmly committed to conducting all our business activities according to the highest standards of ethics, transparency and integrity. We believe that the trust of our partners, customers and employees is built daily through responsible practices that ensure an ethical, fair and sustainable business environment.

We rigorously comply with all applicable laws and regulations in the regions where we operate, ensuring that each operation is fully aligned with local and international standards. This commitment is reflected in our **compliance policy**, which is continuously reinforced through training and awareness programmes. These programmes ensure that all employees know, understand and apply ethical principles in their daily professional activities.

However, our approach goes beyond mere legal compliance. We actively work to promote a **culture of integrity** that permeates all areas of the organisation — from the management of production processes to the open

and transparent relationship we maintain with stakeholders.

As part of this commitment, we have developed the **“Organizational Policies”** document, which consolidates the company’s guidelines in key areas such as quality, occupational health and safety, sustainability, human rights, sustainable procurement and biodiversity. This document reflects our integrated and cross-cutting vision of sustainability and social responsibility.

Our **corporate governance** is based on principles of responsibility and transparency, ensuring that all strategic and operational decisions are made in a balanced way, always considering economic, social and environmental impacts. The leadership of Simoldes Tools ensures that these values are fully integrated into the company’s strategy and day-to-day management.

The governance structure includes robust control and oversight mechanisms that allow us to identify and mitigate risks while creating

sustainable long-term value for all stakeholders. This commitment is set out in our **Code of Ethics and Conduct** and the **Regulatory Compliance Programme**, which guide our activities according to high standards of integrity.

Additionally, Simoldes Tools strictly complies with national and international legislation and is

currently implementing the **Corporate Sustainability Reporting Directive (CSRD)**. This process aligns us with the European Union’s guidelines and other global regulations, particularly the **European Sustainability Reporting Standards (ESRS)**, reinforcing our commitment to responsible, transparent and future-oriented management.



# Code of ethics and conduct

## Committed to the Present, Focused on the Future

Business Ethics is one of the main pillars of Simoldes Tools, reflecting the company's commitment to integrity, transparency, and responsibility in all its activities. This commitment is formalized in the **Code of Ethics and Conduct**, a key document that defines the values guiding the organization and sets out the standards of behavior expected from everyone representing Simoldes Tools.

The scope of this ethical framework is broad, applying to members of the Management Board, all employees of Simoldes Tools companies, as well as service providers, partners, and any entities that maintain commercial or institutional relationships with the company. The central aim is to ensure that all stakeholders follow a standard of conduct that promotes fair, responsible relationships aligned with the company's corporate values. The principles outlined in the Code are based on the **10 principles of the Global Compact**, ensuring an approach that upholds respect for human rights, responsible labor practices, environmental protection, and the fight against corruption. These principles guide

how the company interacts with its stakeholders — including workforce customers, suppliers, partners, competitors, shareholders, and public authorities — promoting ethical, transparent behavior consistent with Simoldes Tools' reputation for excellence.



### Our Principles



Customer Satisfaction



Supplier Involvement



Co-worker involvement and valuation



Accidents Prevention and Minimization of Health and Safety Risks



Technological Resources



Environment Protection



Continuous Improvement



Laws and Regulations Applicable



Productive Profitability



Solidarity



# Conduct Guidelines

## **O** Significant Non-Compliance with laws and regulations In 2024

At Simoldes Tools, we firmly uphold the conviction that ethics and transparency are indispensable pillars for building a truly sustainable and responsible organization. It is with this spirit that we unequivocally commit to the protection of whistleblowers, actively encouraging the reporting of illicit practices, non-compliances, or situations of abuse through multiple reporting channels, including an intuitive and easily accessible electronic platform.

We guarantee our employees and partners full freedom to approach the Compliance Office — not only to seek clarification regarding behaviors or contracts that may involve ethical or deontological issues but also to confidently report any suspicions of irregularities that may affect our corporate environment. Reports are submitted through the available internal channels, including an online platform and the email address

compliance@simoldes.com. The management of received communications is conducted exclusively by the team responsible for handling reports, acting strictly in accordance with the Whistleblower Protection Procedure. Whenever the Compliance Office identifies indications that may corroborate an irregularity — whether through reports or its own knowledge — appropriate measures are immediately taken,

ensuring a swift, diligent, and responsible response. This transparent and open environment is fundamental to fostering a proactive culture grounded in mutual respect and responsibility. Thus, Simoldes Tools strengthens an organizational culture based on ethics, respect, and corporate responsibility, thereby promoting the sustainable creation of value for all its stakeholders.



*Throughout this reporting period, no major instances of non-compliance with laws and regulations were detected, demonstrating the effectiveness of the ethics and conduct mechanisms in place.*





*The R&D area will contribute to a more sustainable Simoldes Tools by carrying out several R&D projects that will be part of the Simoldes INTEGRATE agenda*

## **Message from R&D Manager**

The R&D area will contribute to a more sustainable Simoldes Tools by carrying out several R&D projects that will be part of the Simoldes INTEGRATE agenda, which is due to start in the last quarter of 2025. Participation will take place through our companies Simoldes Aços, IMA and MDA. Among the projects that could contribute most to a more sustainable Simoldes Tools, we would like to highlight three:

The first project, with the acronym CAM.AI, led by MDA, will integrate artificial intelligence technology so that the process of generating machining programs is more efficient, i.e. with fewer machining hours, better finishing surfaces, fewer errors based on the best machining strategies that our programmers know, and we want AI to be a valuable complement to this process; at the end of the project we want to reduce the machining hours of each piece that we machine in our facilities with a reduction in energy and tool consumption.

The second project in the field of Additive Manufacturing led by Simoldes Aços in co-promotion with the Aveiro Norte School of the University of Aveiro will develop materials for multi-material laser additive manufacturing technology, allowing us to increase the supply of additive manufacturing technology that already exists at Simoldes Aços

but which is restricted to a single steel material. With the offer of being able to make components for moulds of various actions, we are certain that we will be able to increase the quantity of mold components with additive manufacturing technology, also allowing us to reduce the carbon footprint of our products, injection moulds and also contribute to making these injection moulds with these components more efficient when they are in service by reducing injection cycle times.

The last project to contribute to sustainability will be the integration of IMA into the project to develop solutions for the concept of the car door panel for the circular economy. Through this project, the different molding technologies will be able to make a significant contribution to the proposals for new door panel concepts so that the panel is as mono-material as possible and thus becomes a product that can be recycled at the end of the car's life and contribute to increasing the circularity of materials compared to the current state of the art in which only a small amount of materials are recovered at the end of the vehicle's life.

**Júlio Grilo**

*Research & Development Manager*

# Innovation and Sustainable Solution for Product Design

*Innovation, Research and Competitiveness are strategic pillars to face future challenges and to contribute to the improvement of social and environmental conditions.*

The innovation strategy at Simoldes Tools is founded on three core pillars: Sustainability, Knowledge, and Competitiveness. These pillars come to life through a strong customer-centric approach, delivering solutions tailored to the unique requirements of each project to ensure both efficiency and quality. Technology and market relevance also play a pivotal role, supported by continuous investment in advanced technologies to maintain global competitiveness and meet the evolving demands of the industry. Finally, the Simoldes Strategy and Technology Plan serves as a roadmap for growth and innovation, aligning the

company's initiatives with market trends and a sustainable vision to successfully navigate future challenges. The technologies used to ensure maximum efficiency and quality in the production of its moulds make it possible to optimize the production process, increase project precision, and reduce delivery times. Through technological innovations, the company is able to carry out simulations and tests that anticipate potential adjustments, ensuring that the final product meets the highest quality standards. This ongoing commitment to innovation makes Simoldes Tools a benchmark of excellence in the sector.

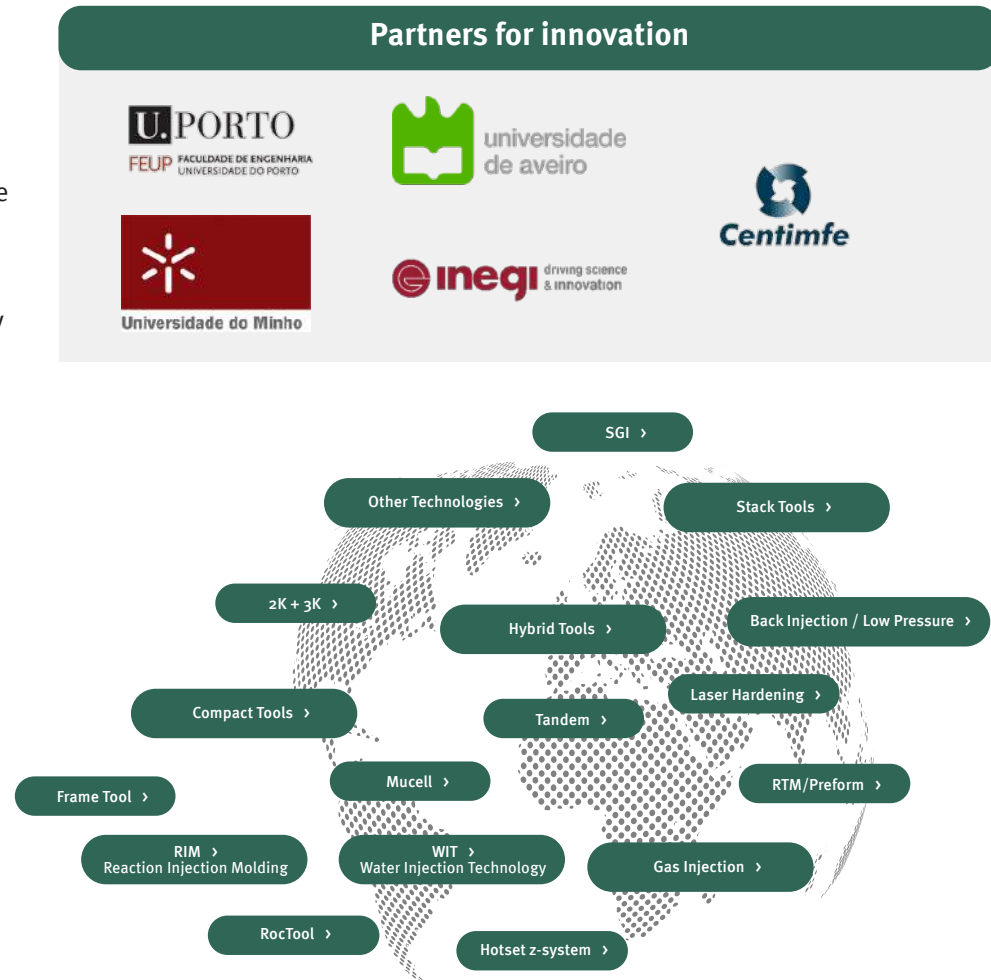


Figure 8 - Technologies used by Simoldes Tools.

# Our Solutions



## 3D Printing

Prototyping allows to streamline the definition of final product, optimizing mold design and manufacturing process, converging to reduce the lead time of the product. This new service includes 3D printing equipment for both real polymers and polymer-like materials, to validate and test technical functionalities as well as superficial finishing. The printed parts can also be used by the Client in their prototypes.



## Dimensional Control (Laser Scanning)

Dimensional Control of the Tool during Manufacturing Process, directly on the milling machine to save time and ensure conformity of milling before moving on to the bench. Dimensional Control of the Plastic Part to confirm part accuracy as per the client's needs.



## Additive Manufacturing

Additive Manufacturing allows us to obtain cooling channels that cannot be made by a conventional drilling process. The main benefits for the Client are a better temperature control which leads the reduction of part warpage and cycle time.



## Early-Stage Development

Expertise: Dedicated expertise team with both part development and tooling deep knowledge. This department aims to offer a consulting service to investigate and propose product improvement for the final plastic part at an early stage. Feasibility: Cad analysis to identify and raise component problems to be fixed in a short time period in order to be toolable.



## Prototypes

PTest specific solutions, when the client needs to test a solution for a specific problem or when the client requires a small series, manufacturing a prototype tool can be the most adequate solution



## Gripper & Gauges

We can supply a turn-key service with: Tool, Gripper and Gauges



## Moldflow, Warpage, Moldcool & FEA

A dedicated team focuses on optimizing minimum tool size, while guaranteeing tool strength, optimizing tool cooling circuits and calculating warpage



# Our R&D+I Projects

## CAM.AI

CAM.AI, led by MDA, aims to integrate artificial intelligence technology to make the process of generating machining programs significantly more efficient. The goal is to achieve shorter machining times, improved surface finishes, and fewer errors by leveraging the best machining strategies known by our programmers — with AI serving as a valuable complement to their expertise. By the end of the project, we expect to reduce the machining hours required for each part produced at our facilities, resulting in lower energy consumption and reduced use of tools, thus contributing to greater operational efficiency and sustainability.

## ADDITIVE MANUFACTURING

In the field of Additive Manufacturing, a project led by Simoldes Aços, in co-promotion with the Aveiro Norte School of the University of Aveiro, will focus on developing new materials for multi-material laser additive manufacturing technology. This initiative aims to expand the range of additive manufacturing capabilities currently available at Simoldes Aços, which are presently limited to a single steel material. By enabling the production of mold components using various materials, we are confident this project will significantly increase the number of mold components produced through additive manufacturing. This not only supports the diversification and competitiveness of our product offering but also contributes to sustainability goals: reducing the carbon footprint of our injection moulds and improving their in-service efficiency by shortening injection cycle times.

## CIRCULAR DOOR PANEL

The integration of IMA into the project aims to develop innovative solutions for the concept of a car door panel designed for the circular economy. Through this project, different molding technologies will play a key role in creating new door panel concepts that prioritise mono-material design. By making the panel as mono-material as possible, the goal is to ensure that it can be more easily recycled at the end of the vehicle's life, significantly improving material circularity compared to the current state of the art — where only a small fraction of materials are typically recovered. This project thus contributes directly to advancing sustainable design practices in the automotive sector and supports the transition to a more circular and resource-efficient economy.





## *Message from NPR Purchase Manager*

Sustainability in the value chain is currently one of the greatest challenges we face in the procurement area. Our commitment increasingly goes beyond acquiring products and services with quality, at competitive costs, and within the required timelines. It also involves promoting that every link in our chain operates with environmental, social, and ethical responsibility. This requires a broader and much more complex vision than in the past. One of the main challenges we face is the difficulty in gaining visibility into the practices adopted by suppliers in the more distant stages of the chain. We recognize the importance of better understanding

these risks and aim to encourage more responsible practices and promote greater transparency with our suppliers. Another important challenge is balancing sustainability with economic viability. Many sustainable solutions still have high costs or require structural transformation in supply processes. That's why we have been investing time in training our suppliers, seeking to build a more resilient chain aligned with our environmental commitments. We know the journey is long, but we believe that transformation is only possible through collaboration. Our role in procurement is to lead by example and promote concrete changes, contributing to a more sustainable and ethical business model throughout the value chain.

*Our role in procurement is to lead by example and promote concrete changes*

**Paulo Fonseca**  
Non-Product Related Purchase Manager

# Supply Chain Management

*We partner with our suppliers to drive sustainability and responsibility throughout the supply chain.*

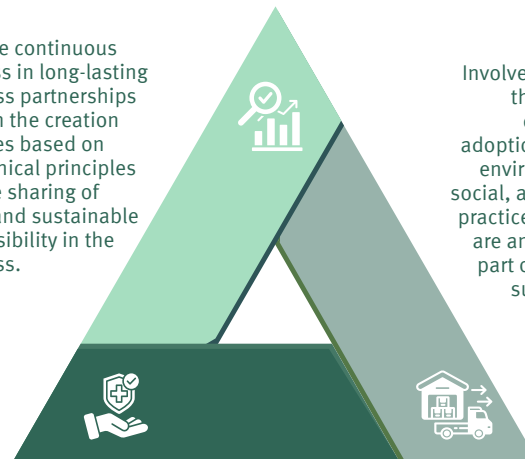
The Supply Chain plays an essential role in the organization's success. For this reason, Simoldes Tools works with suppliers who meet specific requirements and share the same principles and values, as set out in its General Purchasing Conditions. Simoldes Tools is guided by a set of sustainability policies, procedures, and principles that encompass its entire supply chain, among which the Sustainable Purchasing Policy and the Supplier Code of Conduct stand out. In addition, the company adopts best practices in the management of its procurement processes, ensuring a fair and equitable relationship with all suppliers, regardless of their size or location. This commitment promotes transparency, equal opportunities, and business relationships built on mutual trust.

As part of these best practices, Simoldes Tools places special emphasis on timely payments to its suppliers — especially small and medium-sized enterprises (SMEs) — recognizing how important this is for the financial sustainability of the supply chain.

Furthermore, the organization considers it essential to understand

the conditions and practices of its suppliers. To achieve this, it uses specific questionnaires designed to assess not only technical and commercial requirements but also aspects related to sustainability, social responsibility, human rights, and environmental performance. The main guidelines of the Sustainable Purchasing Policy, which guide the company's strategy with its suppliers, include:

Promote continuous progress in long-lasting business partnerships through the creation of values based on high ethical principles and the sharing of social and sustainable responsibility in the business.



Our Supplier Code of Conduct states that suppliers must also pay attention to their own supply chain to ensure that it adheres to these standards and complies

with these requirements, principles, and values. This Supplier Code of Conduct specifies what Simoldes Tools expects and requires from them:

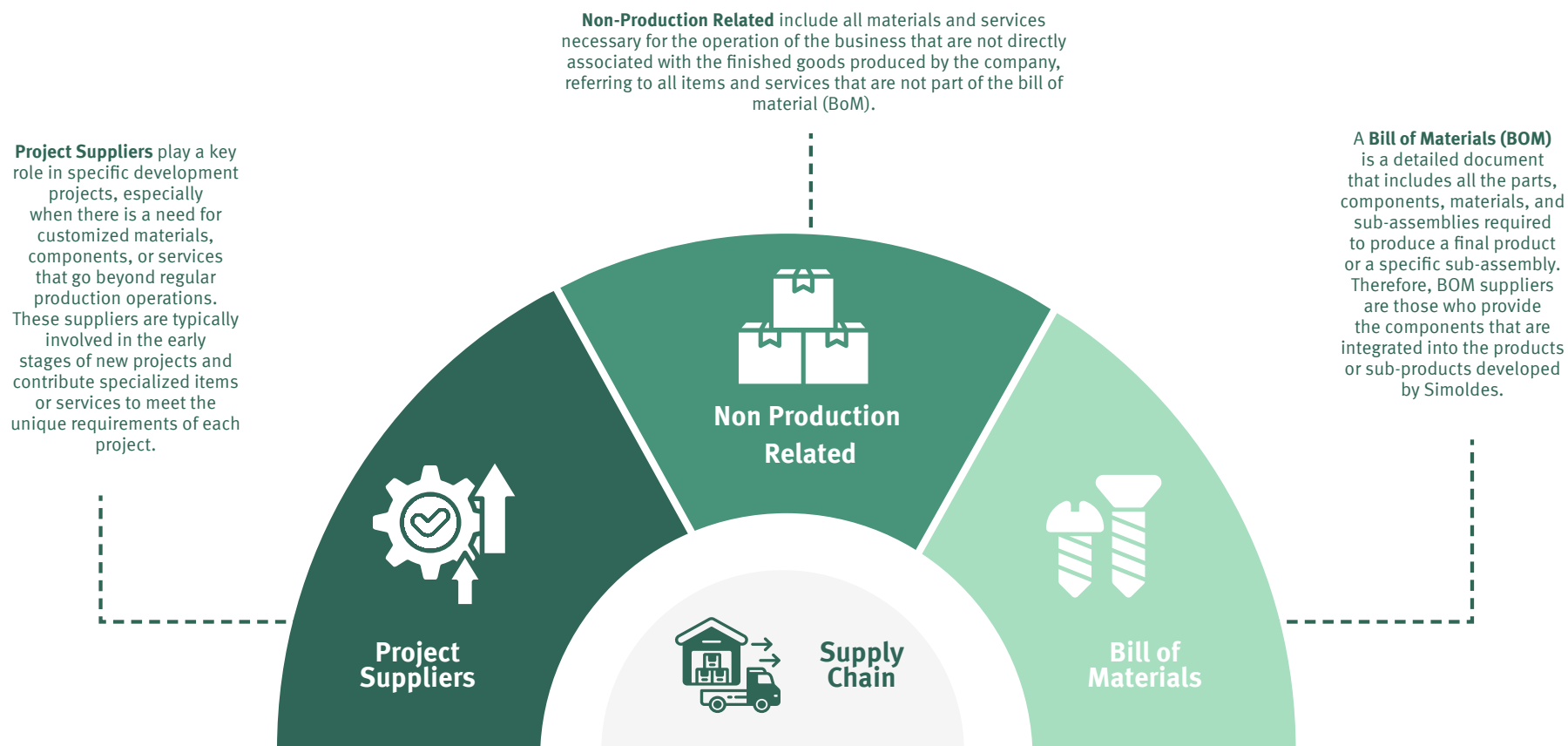




As part of its commitment to sustainable growth, Simoldes Tools goes beyond the mere fulfilment of applicable legal requirements. The company actively seeks to engage and mobilise its employees and suppliers, fully aware that long-term success depends on balancing

economic, social, and environmental performance for the benefit of the organisation and all its stakeholders. To better manage and monitor its value chain, Simoldes Tools classifies its suppliers into three main categories according to the nature of the materials and services

they provide: Bill of Materials, Non-Production Related, and Project Suppliers. This structured approach supports more effective supply chain management, aligned with the company's sustainability goals and operational efficiency.





In recent years, Simoldes Tools has maintained a consistent upward trend in the number of its suppliers, reflecting the growing complexity and diversification of its operations. In 2024, the company recorded a total of 1,705 suppliers, representing an increase of 172% compared to the previous year. A significant share of these suppliers

(59%) falls under the Non-Product Related (NPR) category, which includes services and goods that, although not directly integrated into production, play a crucial role in supporting business continuity and operational efficiency. Given the specific demands of the mould-making and automotive sectors, it is not always feasible

to source exclusively from local suppliers, due to the technical and specialised nature of many materials and services required. Nevertheless, Simoldes Tools remains firmly committed to consistency and responsibility in its procurement practices. The company systematically prioritises national suppliers whenever possible, strengthening

its contribution to the local economy and fostering long-term, sustainable commercial relationships. This commitment is reflected in the current supplier base: 76% of all suppliers are national, underlining the company's strategic effort to balance competitiveness with economic and social impact in the regions where it operates.

**76%**  
of purchases are  
national

Over  
**170%**  
more suppliers

**54hours**  
of sustainable  
procurement training

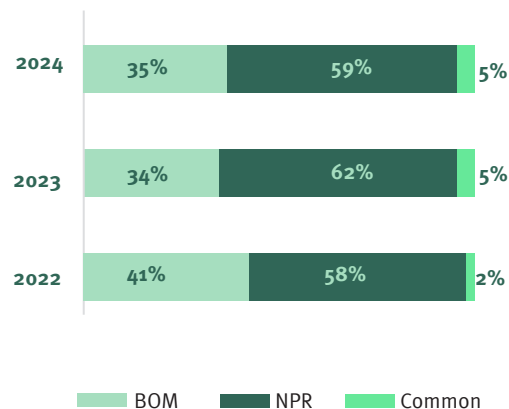


Figure 9 - Percentage of Suppliers by Category (2022-2024)

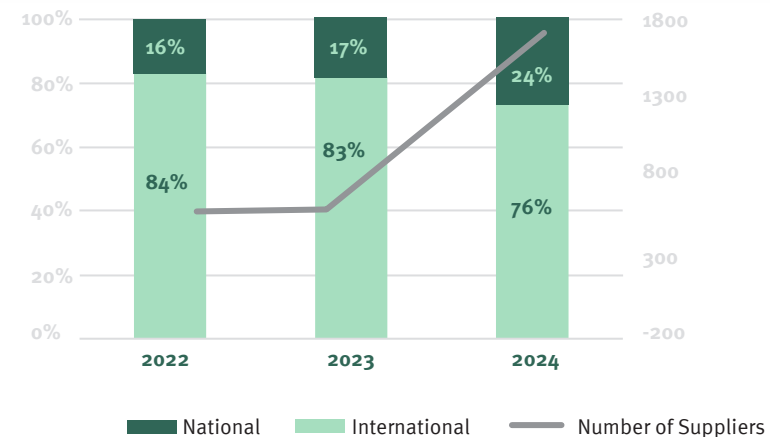


Figure 10 - Percentage of National and International Suppliers



## Message from IT Manager

Simoldes Tools' journey in digital and technological transformation has been a fundamental pillar in strengthening its commitment to sustainability. Through the integration of technological solutions, including artificial intelligence and automation, we have implemented significant improvements in the efficiency of our production processes. A key highlight is the shop floor monitoring system, which enables the automatic collection of real-time data and analysis of the main causes of downtime. This capability for rapid and accurate diagnostics contributes to waste reduction and increased equipment availability.

The ability to test machine learning models based on historical knowledge allows for optimized planning and improved machine profitability. This leads to more efficient machine usage, better management of energy and material resources, and promotes more sustainable production. Additionally, we have been reinforcing the organization's digital resilience with the support of AI-based cybersecurity tools. These solutions enable proactive detection of vulnerabilities and threats, analysis of anomalous behaviors and intrusion attempts, ensuring continuous protection of endpoints and the company's critical data. This preventive approach contributes to the responsible protection of information and digital assets. These initiatives illustrate how technology can be a strategic ally in creating environmental, economic, and operational value.

**João Moreira**  
Information Technology Manager

***We have been reinforcing the organization's digital resilience with the support of AI-based cybersecurity tools. (...) This preventive approach contributes to the responsible protection of information and digital assets.***





# Data Privacy and Cybersecurity

*Simoldes Tools fully adheres to all applicable European Union and national legal standards related to data protection, privacy, and information security.*

Recognising the growing importance of protecting information and digital assets, Simoldes Tools has established a comprehensive approach to data privacy and cybersecurity. This approach is built around four key pillars that together strengthen the organisation's resilience, ensure compliance with legal requirements, and reinforce stakeholder trust.

Simoldes Tools has established and implemented a comprehensive Information Security Program designed to protect its data assets while ensuring availability, confidentiality, and integrity, fully compliant with applicable legal and regulatory requirements. Information is safeguarded according to its relevance, value, and sensitivity, thereby strengthening the organization's resilience and protecting stakeholders, corporate reputation, and the continuity of value-creating operations. This program is guided by an internal Information Security Policy, which defines the principles and guidelines for its implementation and continuous improvement. The policy is supported by a robust framework of regulations, procedures, and standards aligned with internationally recognized best practices.

## KEY PRINCIPLES UNDERPINNING THIS PROGRAM INCLUDE:

- Raising awareness of information security across the organization
- Classification, protection, and proper handling of information
- Securing communication systems
- Enforcing strict access controls to information systems
- Continuous monitoring and rapid response to security incidents
- Assessing the security of external services and partners

Together, these principles ensure a proactive and systematic approach to managing information security risks. To further reinforce this commitment, Simoldes Tools has invested in a 24/7/365 Cybersecurity Monitoring Service. This service guarantees continuous vigilance, providing real-time detection and reporting of security breaches and vulnerabilities, as well as regular risk assessments of business-critical information systems. The primary objective is to prevent, detect, and mitigate intrusion attempts, unlawful activities, and emerging threats. This proactive monitoring enables the organization to implement corrective and preventive measures aligned with risk

levels and business priorities, supporting long-term sustainability and operational excellence.

Simoldes Tools has further strengthened its cybersecurity posture by investing in Next-Generation Antivirus solutions, which provide advanced endpoint protection and contribute to a safer user environment across all systems. Despite the large number of security events detected daily, it is noteworthy that no security incidents with significant impact were recorded in recent years.

Recognising that information security is a shared responsibility, Simoldes Tools promotes regular information security awareness initiatives for all employees. These sessions address key topics, including the main information security policies and the risks and threats inherent

to daily operations. Practical, real-world scenarios — such as email security, safe internet use, and phishing tactics — are used to illustrate potential vulnerabilities and enhance engagement. To further increase information security maturity, simulated phishing attacks are also periodically conducted to test and reinforce employee vigilance. Additionally, the organisation's cybersecurity capabilities were updated and strengthened in 2022, as part of macro-initiatives within the cybersecurity strategic plan. This included enhancements to the continuous monitoring system and improvements to training programmes, supporting the company's commitment to building a more secure and resilient operational environment.

## 0 Significant Security Incidents

448 h

In cybersecurity training  
for all Portuguese sites

▲ 34%

Increase compared to 2023

A close-up photograph of three hands, belonging to different people, gently cupping small green seedlings with soil. The hands are positioned in a row, with the leftmost hand being the largest and the rightmost being the smallest. The background is a soft-focus grey sweater.

# Social Impact



## Message from HR Manager

At Simoldes Tools, we believe that sustainability begins with people. Our talent management strategy is deeply rooted in principles of equity, inclusion, and the recognition of diversity as a key organizational asset. These values are not just aspirational — they are embedded in our daily practices and long-term vision. We understand that a diverse and inclusive workforce drives innovation and strengthens our organizational culture. That's why we prioritize local hiring, offering stable and fair employment contracts that contribute to the economic well-being of our community. This approach not only reduces regional unemployment but also fosters a sense of belonging and shared purpose among our employees. Inclusion is reflected in every stage of the employee journey. We invest

*Our talent management strategy is deeply rooted in principles of equity, inclusion, and the recognition of diversity as a key organizational asset.*

in personalized career development plans and offer a wide range of training opportunities — from technical skills and leadership to personal development and language learning. Through partnerships with educational institutions and tuition reimbursement programs, we actively support our employees' academic and professional growth. Health and safety are also central to our sustainability efforts. We have implemented a robust Occupational Health and Safety (OHS) management system that includes regular training, provision of personal protective equipment, and both internal and external audits. These measures ensure a safe working environment and reinforce our commitment to employee well-being. At Simoldes Tools, we view sustainability not only as an environmental or economic imperative but as a social responsibility. Our HR practices are designed to create a workplace where everyone feels valued, supported, and empowered to grow. We are proud to contribute to a more inclusive and resilient organization — one that thrives by putting people first. This commitment is a cornerstone of our long-term success and a reflection of our belief that responsible business practices must always begin with respect for individuals and communities.

**Paulo Bastos**  
Human Resources Manager





# Working Conditions

*908 employees drive Simoldes Tools' excellence every day.*

In line with our commitment to stability and the development of human capital, we maintained a stable workforce during the year, even recording a slight increase of 10 employees compared to the previous period. This growth strengthens our operational capacity and enhances the skills needed to meet the challenges of the sector. The gender distribution remained like the previous year, reflecting the characteristics of a sector historically dominated by male professionals. Nevertheless, Simoldes Tools remains firmly committed to fostering a more diverse and inclusive work environment. Through the implementation of policies and initiatives that promote equal opportunities, we aim to build a more balanced, innovative, and sustainable organization.

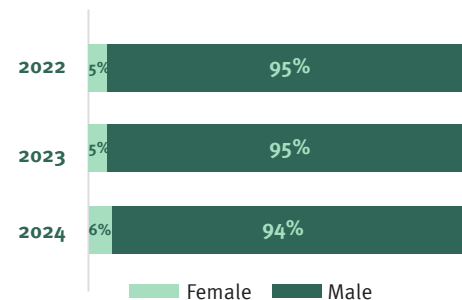


Figure 11 –Percentage of employees by gender (2022-2024)





## 95% of employees are permanent

Currently, around 95% of the company's employees have permanent contracts and work full-time, which clearly reflects the organization's commitment to stability and the value placed on its human resources. This strategic choice has helped to build a cohesive team, with accumulated knowledge and alignment with the company's values and goals. In terms of gender, the workforce composition follows the usual

distribution for the sector, although there is a gradual increase in the number of women working under temporary contracts. This growth, although modest, shows greater openness and flexibility in integrating different profiles, adapting to employees' needs and contributing to a more diverse team. An analysis of functional composition shows that most employees are in operational roles, accounting for

67% of the total. They are followed by technicians, who represent 15% of the workforce, highlighting the importance of specialized functions in supporting daily operations and continuous improvement. It is important to note that, over the years, the team structure has remained stable across all professional categories, demonstrating not only effective human resource management but also an organizational climate

that promotes talent retention. This stability has been crucial in ensuring the transfer of know-how, the consolidation of internal practices, and the achievement of the company's strategic goals. Overall, this reality reflects a clear commitment to the social sustainability of the business, in terms of employee well-being and social responsibility.

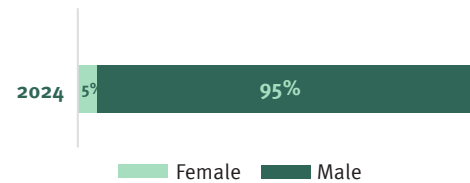


Figure 12 –Percentage of Full-Time Employees by Gender in 2024

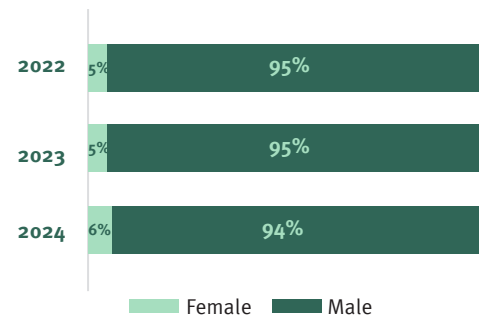


Figure 13 –Percentage of full-time temporary employees (2022-2024)

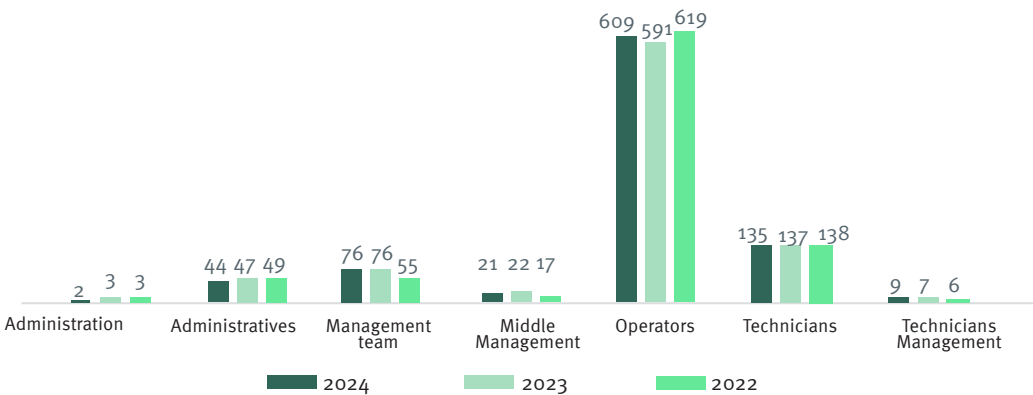


Figure 14 –Number of Employees by Professional Category (2022–2024)



# Diversity within top and middle management

The management team at Simoldes Tools currently consists of 32 managers, reflecting a structure marked by high seniority and accumulated experience. It is noted that 88% of these positions are held by men, a trend that has persisted over the years and is directly linked to the industrial context in which the company operates, historically characterized by a greater male presence.

Regarding age distribution, there are no managers under the age of 30, and most professionals in these roles are over 50 years old. This profile highlights not only the level of responsibility associated with these positions but also the importance of technical expertise and consolidated experience in supporting leadership and management within the organization.

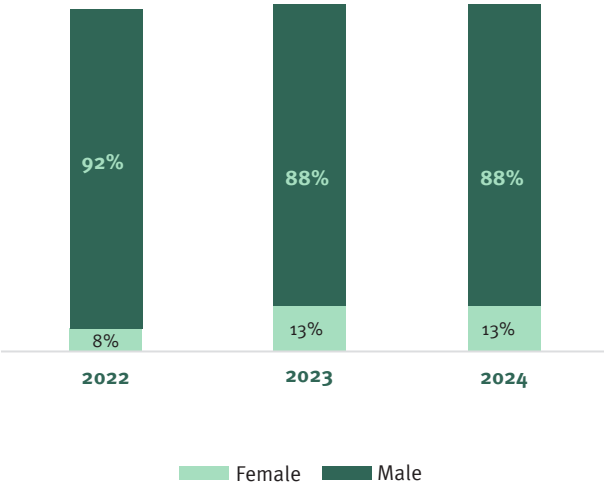


Figure 15 – Percentage of Top and Middle Management by gender (2022-2024)

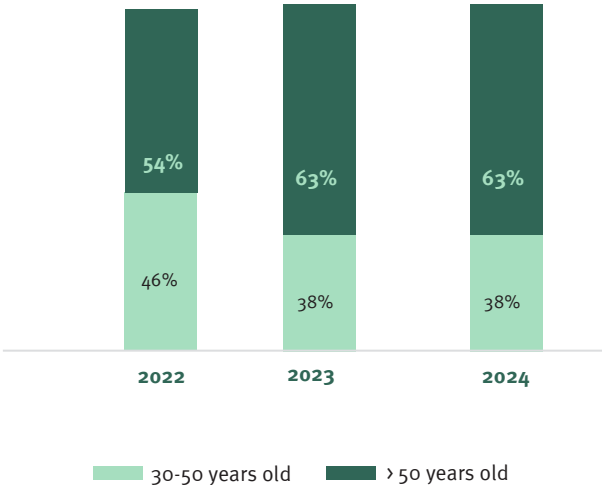


Figure 16 – Percentage of Top and Middle Management by age (2022-2024)





## When talents stay, they grow with us and together we make a difference.

During the reporting period, Simoldes Tools reinforced its commitment to valuing and stabilizing its workforce, as reflected in the reduction in employee turnover. This positive trend highlights the company's continued investment in fostering an attractive and supportive work environment, with talent retention positioned as a strategic pillar of business sustainability.

In line with this commitment, Simoldes Tools increased its minimum starting

wage, which remains nearly 10% above the national minimum wage. This proactive measure underscores the company's dedication to fair and decent compensation practices. As a result, 100% of employees continue to earn above the national minimum wage, reflecting a strong alignment with international labor standards and best practices. Additionally, all employees are covered by collective bargaining agreements, ensuring a robust framework of rights,

protections, and social dialogue — key elements in building balanced and responsible labor relations.

Despite these advances, the wage gap between the company's average salary and the national minimum wage widened during the reporting period. This was primarily driven by successive increases in the national minimum wage, which were not matched by proportional adjustments across all salary levels. While this is a structural

effect, it presents an ongoing challenge for internal equity and will be carefully considered in future compensation policy reviews.

Together, these developments reflect a people-centered management approach that is fully aligned with Simoldes Tools' sustainability strategy—prioritizing stability, equitable remuneration, and respect for labor rights, all of which contribute to employee motivation and long-term engagement.

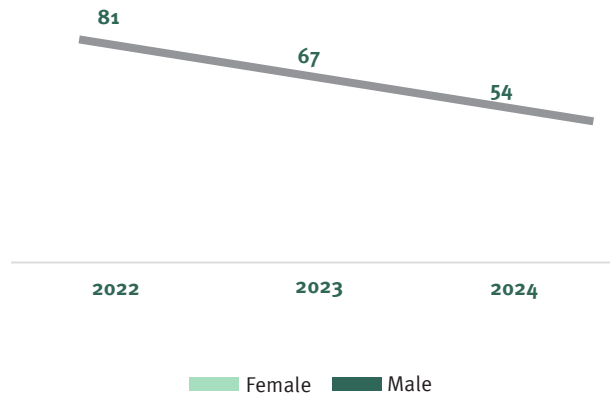


Figure 17 – Total number of employees who left the company (2022-2024)



Figure 18 – Average Company Salary vs. National Minimum Wage (2022-2024)



*Through active engagement in every task, each employee at Simoldes Tools amplifies their impact.*



On the day we celebrated 65 years of Simoldes Tools, we opened our doors to employees and their families, giving them the opportunity to experience first-hand our facilities, processes, and innovations. This initiative strengthened transparency, a sense of belonging, and organizational pride, bringing even closer those who contribute every day to Simoldes' success.



At Simoldes Tools, we believe that health and well-being are essential to a thriving team. For the third year in a row, we've distributed fresh fruit to all our employees as part of our commitment to promoting healthy, balanced eating habits. This simple yet meaningful gesture not only nourishes the body but also shows our dedication to the wellness of our entire team.



As part of Sports Day, Simoldes Tools launched an initiative dedicated to promoting physical activity and well-being, organizing various sports activities for employees throughout the year. This action reinforces the company's commitment to health, quality of life, and work-life balance.



On Mental Health Day, Simoldes Tools carried out awareness and support initiatives focused on employees' psychological well-being, organizing thematic workshops that highlighted the importance of mental health in the workplace.



As part of Environment Day, Simoldes Tools organized environmental awareness activities, such as tree planting on company premises and the distribution of rPet bottles to employees.



We carried out a solidarity blood donation campaign, engaging company employees in a social responsibility initiative in partnership with the Portuguese Blood Institute. This action helped raise awareness among the team about the importance of blood donation and reinforced Simoldes Tools' commitment to the community.



## Message from OSH Manager

Occupational Safety and Health (OSH) plays a strategic and fundamental role in promoting decent, safe, and healthy working conditions, directly contributing to the achievement of several Sustainable Development Goals (SDGs) established by the UN's 2030 Agenda.

Among the SDGs, SDG 3 – Good Health and Well-being – stands out, aiming to ensure healthy lives and promote well-being for all at all ages. OSH contributes to this goal by preventing accidents, promoting ergonomics, mental health, and controlling occupational risks, which directly impacts workers' quality of life by reducing absenteeism and work-related illnesses. SDG 8 – Decent Work and Economic Growth – is also strongly linked to OSH efforts. By ensuring safe and inclusive work environments, the OSH department contributes to the creation of more dignified jobs, boosts productivity, and strengthens

the organization's social responsibility. The culture of prevention promoted by the OSH sector also reinforces the commitment to social justice and the reduction of inequalities in the workplace (SDG 10), by ensuring safe and appropriate working conditions for all workers, regardless of gender, age, race, disability, or socioeconomic status. It ensures that all workers receive the same standard of protection, training, and monitoring, regardless of their contract type or position. Furthermore, by encouraging sustainable practices and the rational use of resources in the workplace, OSH can also contribute to SDG 12 – Responsible Consumption and Production. Proper management of chemicals, emissions monitoring, and the conscious selection and use of PPE reflect a commitment to sustainability and environmental preservation.

The integrated work of the OSH department with other areas of the organization also promotes continuous education, inclusion, and the empowerment of workers (SDGs 4 and 5), creating a more humane, ethical, and sustainable organizational culture. Therefore, OSH is a transformative agent within organizations, playing an essential role in promoting sustainable development. By protecting the health and lives of workers, it contributes to building a fairer, more equitable, and resilient future for all.

**Susana Silva**

*Occupational Safety and Health Manager*

*OSH is a transformative agent within organizations, playing an essential role in promoting sustainable development.*



# Occupational Safety and Health

Simoldes Tools acknowledges its responsibility to promote and maintain a safe working environment for all individuals present at its facilities — including employees, clients, service providers, and visitors. Our proactive approach is rooted in continuous improvement, with a focus not only on

preventing workplace accidents but also on supporting the overall well-being and health of our employees. This commitment is clearly reflected in our Code of Ethics and Conduct and reinforced through the Welcome Manual that all new employees receive during onboarding.



The Simoldes Tools Instruction Guide is an essential resource that establishes best practices and standardized procedures, helping to ensure quality, consistency, and efficiency in every task performed.



The Welcome Manual outlines standard Occupational Health and Safety practices, including the mandatory use of Personal Protective Equipment, procedures for responding to workplace accidents, interpretation of safety signage, and protocols for managing emergency situations.

To ensure the effective implementation of occupational health and safety practices across all Simoldes Tools plants covered in this report, we have established processes to systematically identify hazards and assess risks. These processes also apply a hierarchy of controls aimed at eliminating hazards and minimizing risks, which include:



Risk Assessment by Job Functions



Prevention and Control Plans for Risks



Incident Investigation



Identification of applicable legal requirements and verification of legal compliance



Regular assessments of Chemical Agents, Noise, Illuminance, Thermal Comfort, and Air Quality in the workplace



Annual Occupational Health and Safety Management Program



Inspections and checks of safety systems and equipment



Management of Service providers and Subcontractors



Internal monitoring of compliance with Safety Rules



Consultation and participation of workers



Action Plans - PDCA



## Safety that transforms environments, health that drives results.

At Simoldes Tools, Occupational Safety and Health (OSH) are strategic pillars deeply embedded in our culture and daily operations. We maintain an OSH Management System that covers 100% of our employees, reflecting our firm commitment to safeguarding everyone who contributes to our collective success.

Operating in an industrial manufacturing environment, we

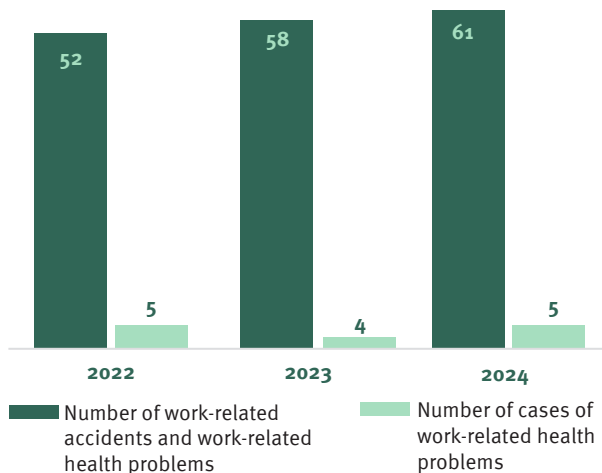
recognize the inherent exposure to risks associated with heavy machinery and complex production processes. This context makes prevention, training, and systematic risk assessment indispensable to our approach.

In 2024, the number of work-related accidents and occupational health problems remained broadly in line with previous years, with only a slight increase, explained largely by a modest

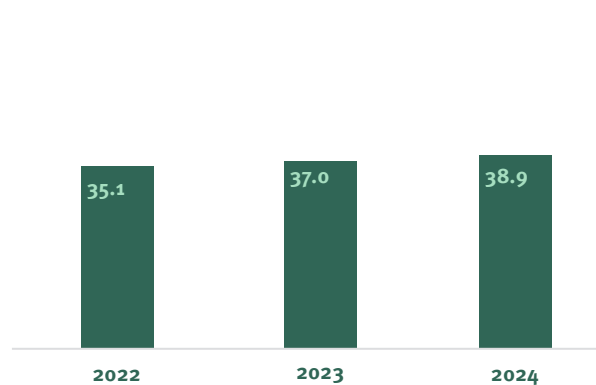
rise in our workforce. Importantly, the number of cases of work-related health problems remained stable, and we achieved a notable reduction in lost working days, which decreased to around 1 600 days. This improvement highlights the effectiveness of our prevention measures and reintegration policies. Crucially, no work-related fatalities occurred during the year — whether from injuries or occupational illnesses — underscoring the

robustness of our health and safety management system.

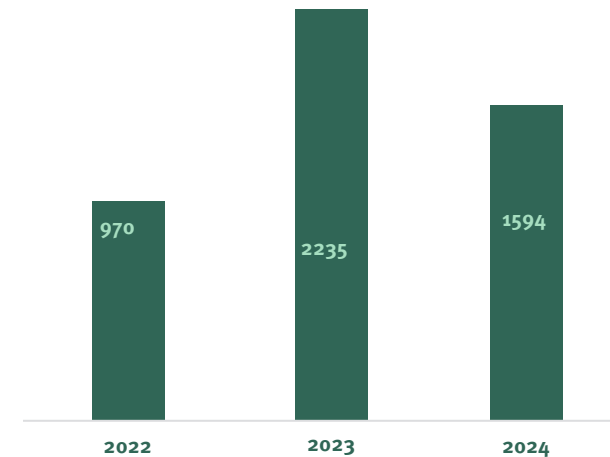
At Simoldes Tools, we view safety as a shared responsibility. We remain firmly committed to investing in continuous improvement, training, and awareness initiatives, ensuring that each employee actively contributes to creating a safer, healthier, and more sustainable workplace for all.



**Figure 18** – Number of work-related accidents and work-related health problems (2022-2024)



**Figure 19** – Occupational accident rate



**Figure 20** – Number of lost days due to work-related injuries and fatalities, including accidents, work-related health problems, and deaths from illness



# OSH Employee Consultation & Training

We have established clear processes to encourage active worker participation and meaningful consultation. Our approach centers on fostering open communication and collaboration, tapping into the valuable insights and perspectives of our employees. This dialogue covers topics related to OSH and is supported by multiple channels, including formal procedures, information boards, the intranet, meetings, email communication, and our regular “INFO OSH” newsletter.

In terms of training and capacity building, we are committed to providing our employees with the necessary

knowledge on OSH, including practical guidance, regular workshops, specialized courses, and continuous learning opportunities tailored to their roles and responsibilities.

At Simoldes Tools, we recognize the critical importance of OSH and remain deeply committed to investing in the development of our employees. This year, we delivered a total of 7 333 hours of OSH training — marking an impressive 60% increase compared to the previous year. Furthermore, we have stepped up our efforts to train our service providers, maintaining a similar number of training hours as in the previous year.

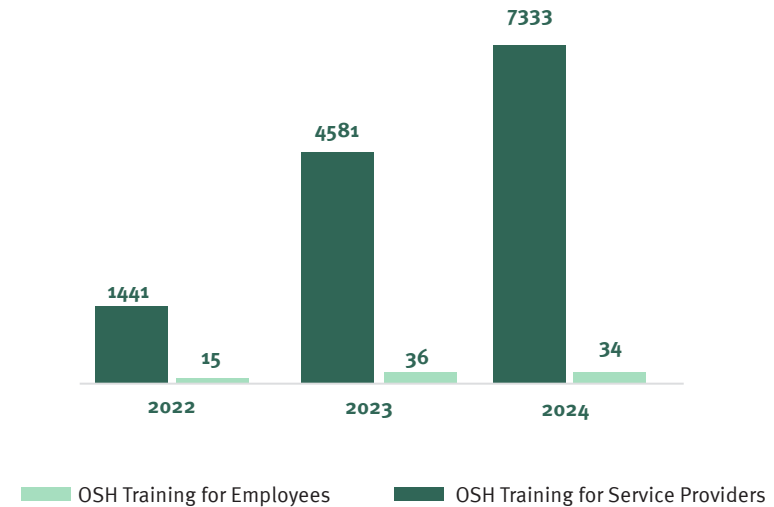


Figure 21 –Total OSH Training hours in 2022- 2024



## Annual Identification of Training Needs

Annually, we conduct the Identification of Training Needs to ensure that employees develop the necessary skills related to Occupational Safety and Health (OSH).



## Onboarding Training on Occupational Safety and Health

Provided to all newly hired employees, ensuring a solid foundation of OSH understanding.



## OSH Training for Job Performance

Equipping employees with the necessary OSH knowledge pertinent to their specific roles.



## Conducting Drills and Simulations

Particularly in select locations, enhancing readiness and familiarity with safety protocols.





## Our OSH Team

At Simoldes Tools, we work every day to build a welcoming and fulfilling work environment, in a continuous journey of valuing people. We place our employees at the heart of every decision, actively listening to their needs and driving improvements that contribute to well-being, satisfaction, and collective success. OSH management is ensured with dedication and precision by our

internal team, made up of two Senior Occupational Safety Technicians, supported by highly trained emergency teams and qualified service providers.

As a reflection of our commitment to everyone's health and peace of mind, we offer health insurance to all employees, which is equally extendable to their families.

Among our main priorities are reducing the number of workplace accidents, strengthening the management skills of our professionals, and creating work environments that are increasingly safe, protected, and human-centered — where each person feels respected, motivated, and an essential part of our success.





# Training and skills development

100% of employees are covered by a performance evaluation process.

In 2024, Simoldes Tools strengthened its commitment to the continuous development of its people by significantly increasing training hours. The annual average per employee reached 69 hours, compared to 56,7 hours recorded in 2023. In terms of gender, a significant difference in training hours was

observed, linked to investments in training programs associated with roles traditionally held by women. Nevertheless, male employees also showed a notable increase, with an 18% rise compared to the previous year, reaching an average of 66,7 training hours per employee. From a professional category

perspective, the highest investment in 2024 was directed toward the Management Team, followed by Top Technicians and Administratives. However, the most significant relative increases were seen among Administrative (89%) staff and Technicians (63%), highlighting a clear focus on technical and management

support training. It is also important to note that all employees are included in the performance evaluation process, reinforcing the alignment between individual development and the company's strategic objectives.

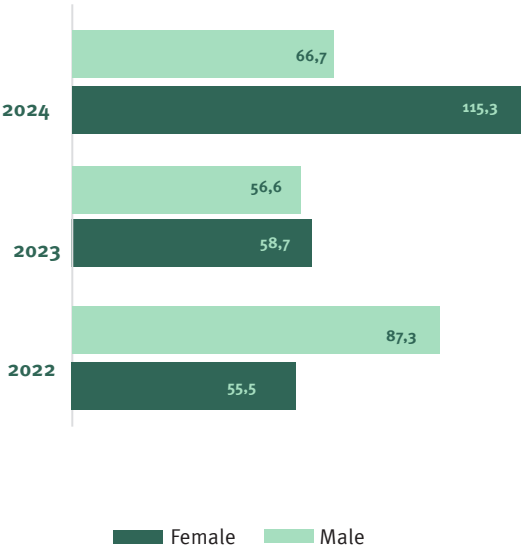


Figure 22 –Average number of training hours by gender (2022-2024)

In 2024, we increased our investment in training by 50% compared to the previous year.

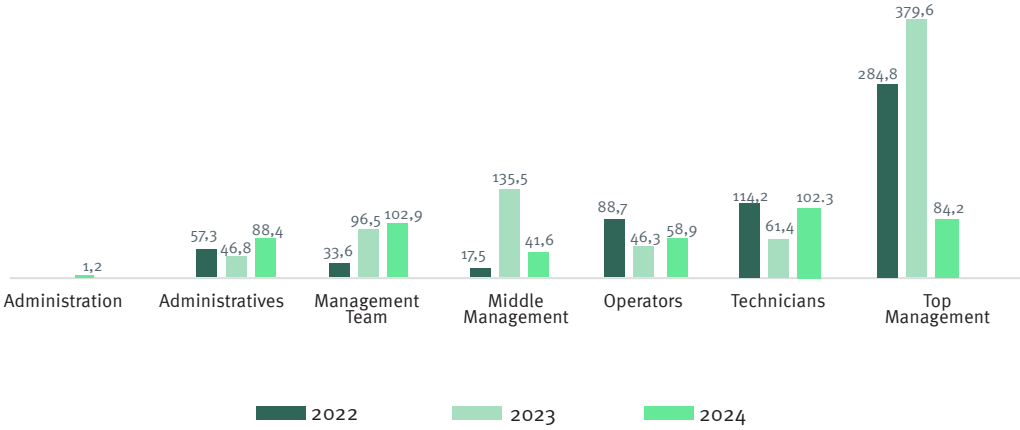


Figure 23 –Average number of training hours by professional category (2022-2024)



### Annual Training Plan

Our Annual Training Plan is designed to align with the evolving needs of our employees and industry, paving the way for their continuous growth. We ensure the plan's relevance by conducting a thorough survey to identify training needs. This is complemented by insights from performance evaluations and the incorporation of pending actions from the previous year, extending into the next. This comprehensive plan encompasses both technical and behavioral training initiatives, reflecting our commitment to enhancing diverse skills.



### Onboarding Training Plan

Welcoming and integrating new employees is a vital part of their success. We achieve this through various effective approaches. These approaches include:  
**INTEGRATION PLAN:** A comprehensive plan designed to facilitate the adaptation of new team members, providing them with insights into our company culture, policies, and operations.

**ON-THE-JOB INTEGRATION TRAINING:** This hands-on training is initiated when a new employee's role calls for it, ensuring they are well-prepared to excel in their specific responsibilities.

**MANAGEMENT SYSTEMS INTEGRATION TRAINING:** Tailored for those who have not received prior training in the same areas, this program covers essential management systems.



### Career and Development Plans

The Career and Development Plans consist of identifying and developing programs for Key and Potential Employees. The company promotes various protocols with educational and training institutions to ensure the quality of training. In addition, whenever an employee takes on a new role or a higher level of responsibility, internal training is provided to facilitate their learning and autonomy more quickly.



### Promotion of Professional Training

With the aim of promoting the continuation of studies for its workers, both for personal and professional development, and supporting those who decide to specialize by attending courses related to the company's field of activity, Simoldes Tools has implemented a measure to contribute to the payment of tuition fees for higher education courses. This includes the TESP Mould Project at ESAN and ISVOUGA. Additionally, the company has partnerships with vocational schools and universities for internships, such as Escola Secundária Soares de Basto, Escola Secundária Ferreira de Castro, CENFIM, FEUP, ESAN, and the Universities of Aveiro, Coimbra, Minho, and Porto. The promotion of professional development has always been a strong commitment for Simoldes Tools, arising as an effective response to the need to equip workers and future workers with skills appropriate for the performance of current and future tasks, but also as a means of personal and professional development. With ongoing professional development, the company hopes to increase its productivity and competitiveness, as well as the development of its employees' qualifications, thus increasing its investment in human capital.



# Work-Life Balance

*The company bases its talent retention and engagement strategies on three central pillars:*

Simoldes Tools supports its employees throughout the parenting process, offering assistance and encouragement to help them balance their family and professional responsibilities. In 2024, 32 employees took parental leave, demonstrating the company's

commitment to fostering a work environment that values the balance between professional, family, and personal life. At the same time, the company invests in key areas to ensure that employees feel motivated and engaged, strengthening their development and well-being.

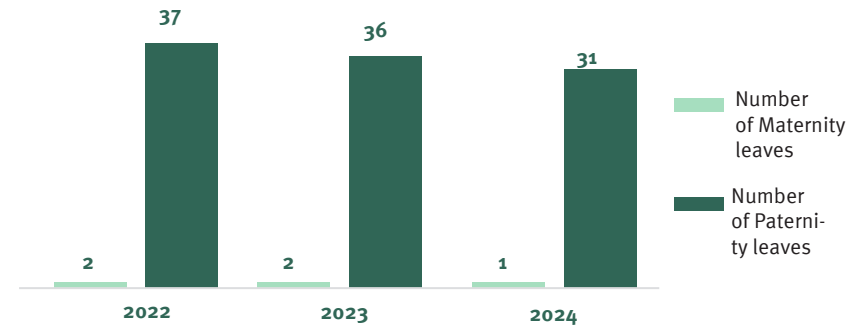
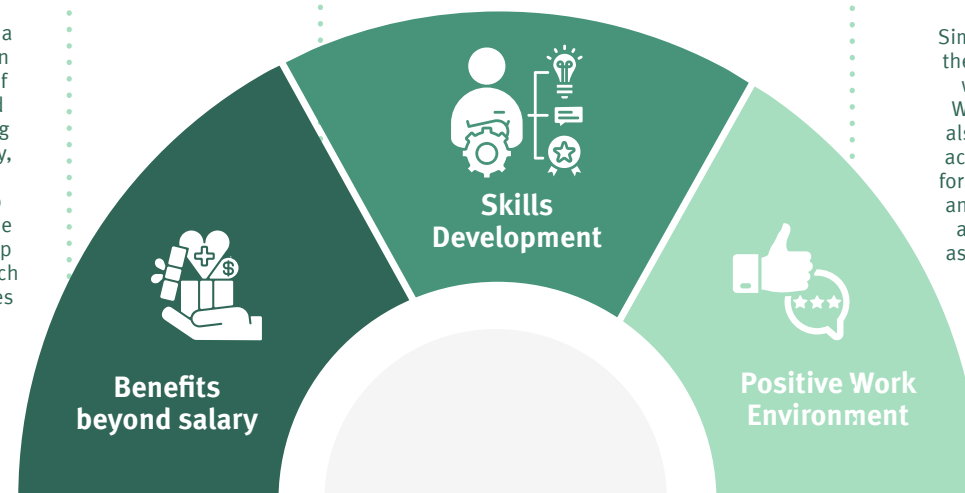


Figure 24 –Number of maternity and paternity leaves (2022-2024)

Simoldes Tools offers a variety of benefits, including external partnerships/protocols for leisure, sports, cultural, and educational activities, as well as ongoing professional development. Healthcare services include health insurance, a free annual flu vaccine, a blood donation program held twice a year in partnership with the Portuguese Institute of Blood and Transplantation in Coimbra, and an on-site medical station providing nursing services and curative medicine. Additionally, we promote a suggestion program as part of these offerings. All of this contributes to what we call “emotional compensation.” The organizational culture of the Simoldes Group aligns with the professional ambitions of each employee. Essentially, the company provides real opportunities for career growth.

We develop continuous training plans to enhance the technical skills relevant to each employee's role, thereby improving working conditions. We encourage the learning of new skills that enrich both personal and professional aspects.

Simoldes Tools believes in and works towards the motto “achieving higher goals together”, which strengthens our corporate culture. We understand that corporate culture must also be nurtured, so we organize a variety of activities that create unforgettable moments for everyone. These include Christmas parties and dinners, hikes, team-building activities, and celebrations of significant dates such as Mother's Day, Father's Day, and Women's Day.





## Employee satisfaction

*In 2024, the overall employee satisfaction rate at Simoldes Tools reached 77.4%, reflecting a positive perception of the work environment, organizational culture, and management practices adopted.*

The manufacturing units located in Portugal reported a satisfaction level of 78.9%, while the units in Brazil recorded 60.7%. These results highlight a geographical difference that underscores the importance of adopting locally adapted approaches, with a continued focus on active listening and actions that promote motivation, well-being, and employee engagement.







# Environmental Impact



## Message from Environmental Manager

Environmental sustainability plays a very important role in our organization. We strive daily for continuous improvement in our environmental performance, aiming to minimize our impact on the environment as much as possible. Recognizing the inevitability of the energy transition due to the climate emergency and the goal of carbon neutrality, we have made the reduction of our greenhouse gas emissions (GHG) a strategic priority. Our objective is to control these emissions through improved monitoring, followed by tracking ongoing actions and planning new initiatives that allow us to continue reducing emissions.

These include energy efficiency measures, increased adoption of renewable energy, reuse and recycling practices, and the use of more sustainable transportation. Reducing GHG emissions contributes to minimizing the impacts of climate change, protecting biodiversity, reducing air pollution, achieving financial benefits, and enhancing operational efficiency. In summary, reducing GHG emissions is a fundamental step toward a more sustainable future, as is the continuous improvement of environmental performance at Simoldes Tools!

*We strive daily for continuous improvement in our environmental performance, aiming to minimize our impact on the environment as much as possible.*

**Cláudia Susana**  
Environmental Manager





## *Our solar panels*



# Climate Change

## First GHG Emissions Inventory

In 2024, Simoldes Tools conducted its greenhouse gas (GHG) emissions inventory for the first time by an external company, marking a crucial step in strengthening its commitment to environmental sustainability. The total emissions accounted for were 904 tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), related to Scope 1. Scope 1 includes three main categories: stationary combustion, mobile combustion, and fugitive emissions.

Among these, the most significant is stationary combustion, which is directly linked to the organization’s production processes, representing the largest share of direct emissions. Regarding Scope 2, which covers indirect emissions associated with electricity consumption, Simoldes Tools stands out for using renewable energy, resulting in zero emissions under the market-based approach. However, following the location-

based approach, which considers the average emission factor of the national electricity grid, emissions were calculated at 1,547 tCO<sub>2</sub>e. From this first inventory, Simoldes Tools is entering a new phase in its environmental commitment: identifying improvement opportunities and developing an action plan aimed at reducing GHG emissions. Based on the data obtained, it will be possible to

analyze with greater accuracy the processes and areas with the greatest impact, defining concrete measures to promote more efficient resource use, energy transition, and reduction of the organization’s carbon footprint. This action plan will be essential to guide strategic decisions and ensure consistent progress toward decarbonization and long-term sustainability.

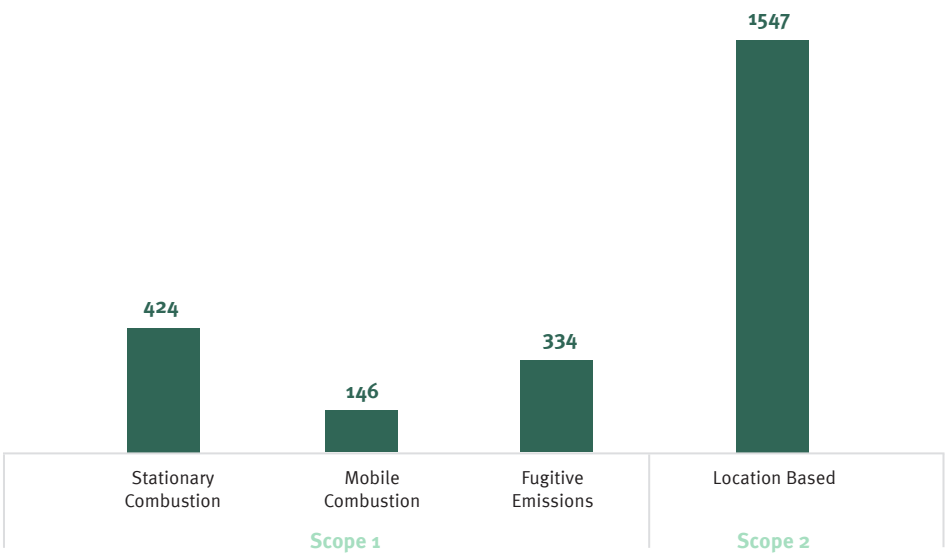


Figure 25 - Scope 1 and 2 Emissions by Category (tCO<sub>2</sub>e)



# Energy Management

100% of Simoldes Tools electricity is green energy; On average, 19% of the electricity consumed is from our own solar panels.

Given the industrial sector in which Simoldes Tools operates, energy consumption is naturally high. In 2024, total consumption reached approximately 12 000 Mwh, a figure consistent with that of the previous year.

This consumption is particularly significant in terms of electricity,

due to the intensive nature of the machinery and equipment used in the production processes. Although substantial investments have been made in the installation of photovoltaic solar panels, the energy generated still represents a modest fraction of the company's total energy needs, considering the scale of its operations.

Regarding fleet energy consumption, it is residual when compared to industrial energy use, and is split between gasoline and diesel, with the latter being the most predominant. This distribution reflects the operational profile of the fleet and its limited impact within the broader context of Simoldes Tools' activities.

Despite the scale of energy use, it is important to highlight that Simoldes Tools maintains a very low energy intensity, with values around 0,01 MWh per working hour. This demonstrates the company's commitment to efficient energy management and the optimization of its production processes.

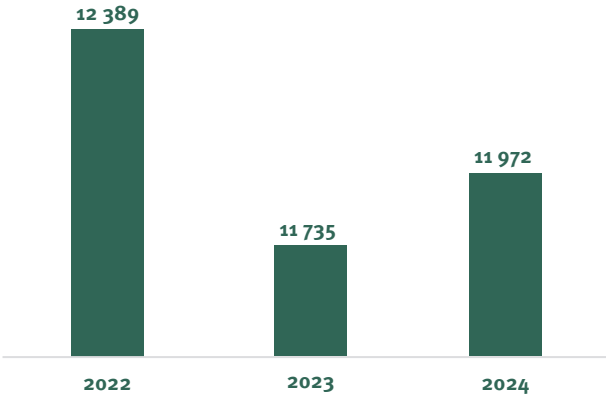


Figure 26 - Energy Consumption (2022-2024; Mwh)

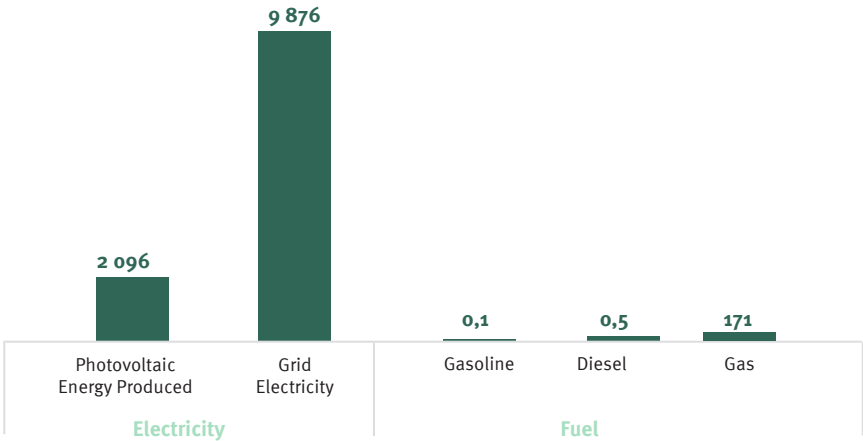


Figure 27 - Energy Consumption by type (Mwh)





# Water Management

## A 16% reduction in water consumption


Water does not play a central role in Simoldes Tools’ production processes and is considered a complementary resource. Nevertheless, the company has implemented several improvement measures in its management, which led to a significant 16% reduction in water

consumption—from approximately 20 000 m³ in 2023 to 16 000 m³ in 2024. Another important achievement in 2024 was the balance in the source of water consumption, now more evenly distributed between groundwater withdrawal and third-party water. The groundwater is sourced from the

company’s own borehole, providing greater autonomy and control over this resource. This efficient management allowed for a reduction in reliance on grid water, from 64% in 2023 to 53% in 2024. Regarding water intensity, it remained at 0.01 m³ per working hour, consistent with the

company’s energy intensity. These results reflect Simoldes Tools’ ongoing commitment to sustainability and the responsible use of natural resources, even in areas with a lower direct impact on production.

Level of Water Scarcity Risk in Portuguese site location is



LOW

Low water scarcity risk means that water provinces and countries in this category experience droughts less than once in a human life time, but they may occur occasionally.

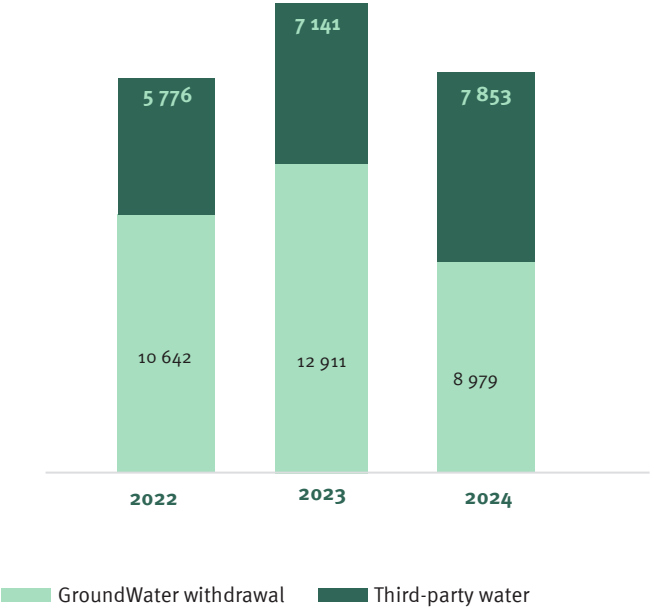


Figure 28 - Water Consumption (2022-2024; m³)

# Circular Economy and Waste

Raw materials are a fundamental element in Simoldes Tools' operations, directly reflecting the type of specialized production that defines the company. The two main raw materials used are steel and copper alloys, with steel being clearly predominant. In 2024, Simoldes Tools recorded the consumption of approximately 8,000 tonnes of steel, representing a 25% increase compared to 2023.

This growth is directly linked to the increase in production, driven by higher demand and expanded manufacturing capacity across the company's industrial units. Although used in smaller quantities, copper alloys continue to play an important role in specific components, particularly due to their high conductivity and wear resistance — key features for certain technical applications. In parallel, efficient

resource management also involves a strong focus on the waste generated throughout the production process. In 2024, Simoldes Tools generated a total of 2,881 tonnes of waste, demonstrating a continued effort in environmental monitoring and control. A particularly noteworthy figure is that 92% of this waste was sent for recovery, either through recycling or other forms of material valorization. Only a small fraction

was sent for disposal, highlighting the company's commitment to minimizing environmental impact and promoting a circular economy. This integrated approach — from the selection of raw materials to waste management — reinforces Simoldes Tools' position as a responsible and forward-thinking organization, aligned with best practices in industrial sustainability.

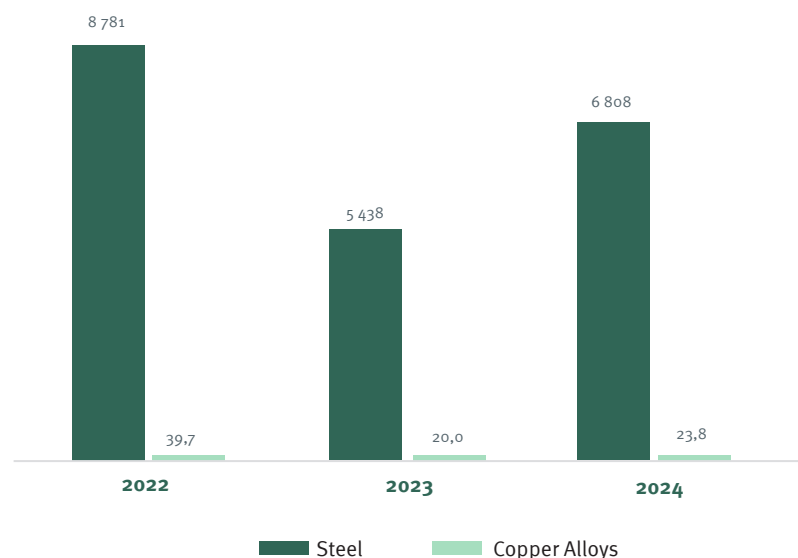


Figure 29 –Raw Material Consumption (2022-2024;ton)

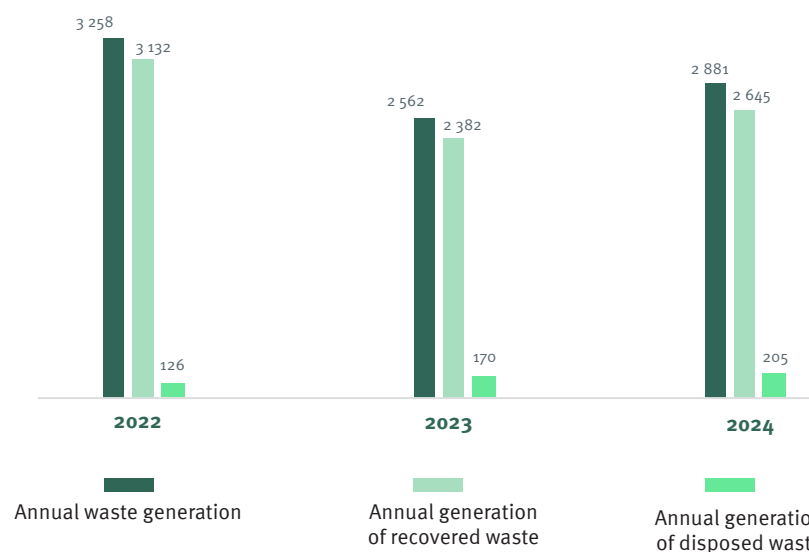


Figure 30 –Waste Generation (2022-2024; ton)



# Annexes



# GRI INDEX



Statement of use	Simoldes Tools has reported the information cited in this GRI content index for the period of 2021-2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI SECTOR STANDARD applicable

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
	General Disclosure	
GRI 2 - General Disclosure 2021	2-1 Organizational Details	Company
	2-2 Entities included in the organization's sustainability report	About this Report
	2-3 Reporting period, frequency and contact point	
	2-7 Employees	Working Conditions
	2-8 Worker who are not employees	
	2-9 Governance structure and composition	Management Team
	2-22 Statement on sustainable development strategy	Message from Simoldes Group President



GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
	General Disclosure	
GRI 2 - General Disclosure 2021	2-27 Compliance with laws and regulations	Economic Profile & Governance
	2-28 Membership associations	Sustainability Strategy
	2-29 Approach to stakeholder engagement	
	Materiality	
GRI 3 - Material Topics 2021	3-1 Process to determine material topics	Sustainability Strategy
	3-2 List of Material Topics	
	Economic and Governance	
GRI 201 - Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	Economic Profile
	Supply Chain Management	
GRI 204 - Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management
	People and Community	
GRI 405 - Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Impact



GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
	Talent Attraction, Engagement and Retention	
GRI 401 - Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Working Conditions
	Occupational Health and Safety	
GRI 403 - Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health
	403-3 Occupational health services	
	403-5 Worker training on occupational health and safety	





# List of Disclosure Requirements observed in the preparation of Sustainability Statements in European Sustainability Reporting Standards

REQUIREMENT	NAME		INDICATOR	LOCATION
E1-5	Energy consumption and mix	The undertaking shall provide information on its energy consumption and mix. The disclosure required shall include the total energy consumption in MWh related to own operations disaggregated by:	Total energy consumption from fossil sources;	Energy Management
			Total energy consumption from nuclear sources;	
			Total energy consumption from renewable sources disaggregated by:	
			Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources, etc.;	
			Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources; and	
			Consumption of self-generated non-fuel renewable energy.	
		The undertaking with operations in high climate impact sectors shall further disaggregate their total energy consumption from fossil sources by:	Fuel consumption from coal and coal products;	Energy Management
			Fuel consumption from crude oil and petroleum products;	
			Fuel consumption from natural gas;	
			Fuel consumption from other fossil sources;	
			Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources;	
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	The undertaking shall disclose in metric tonnes of CO <sub>2</sub> eq its:	Gross Scope 1 GHG emissions;	Climate Change
			Gross Scope 2 GHG emissions;	
			Gross Scope 3 GHG emissions; and	
			Total GHG emissions	
E3-4	Water consumption	The undertaking shall disclose information on its water consumption performance related to its material impacts, risks and opportunities. The disclosure required relates to own operations and shall include:	Total water consumption in m <sup>3</sup> ;	Water Management
			Total water consumption in m <sup>3</sup> in areas at water risk, including areas of high-water stress;	



REQUIREMENT	NAME		INDICATOR	LOCATION
E5-5	Resource outflows	The undertaking shall disclose information on its water consumption performance related to its material impacts, risks and opportunities. The disclosure required relates to own operations and shall include:	The total amount of waste generated ;	Circular Economy and Waste
			The total amount by weight diverted from disposal, with a breakdown between hazardous waste and non-hazardous waste and a breakdown by the following recovery operation types:	
			Preparation for reuse;	
			Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources, etc.;	
			Recycling; and	
			Other recovery operations	
			The amount by weight directed to disposal by waste treatment type and the total amount summing all three types, with a breakdown between hazardous waste and non-hazardous waste. The waste treatment types to be disclosed are:	
			Recycling; and	
			Landfill; and	
			Other disposal operations;	
			The total amount and percentage of non-recycled waste.	
		The undertaking shall also disclose the total amount of hazardous waste and radioactive waste generated by the undertaking, where radioactive waste is defined in Article 3(7) of Council Directive 2011/70/Euratom.		
S1-6	Characteristics of the undertaking's employees	The total number of employees by head count, and breakdowns by gender and by country for countries in which the undertaking has 50 or more employees representing at least 10% of its total number of employees;		Working conditions
		The total number by head count or full time equivalent (FTE) of permanent employees, and breakdown by gender;		
		The total number by head count or full time equivalent (FTE) of temporary employees, and breakdown by gender; and		
		The total number of employees who have left the undertaking during the reporting period and the rate of employee turnover in the reporting period.		
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	The undertaking shall describe key characteristics of non-employees in its own workforce. The disclosure required shall include a disclosure of the total number of non-employees in the undertaking's own workforce, i.e., either people with contracts with the undertaking to supply labour ("self-employed people") or people provided by undertakings primarily engaged in "employment activities" (NACE Code N78).		Working conditions



REQUIREMENT	NAME	INDICATOR	LOCATION
S1-8	Collective bargaining coverage and social dialogue	The undertaking shall disclose the percentage of its total employees covered by collective bargaining agreements;	Working conditions
		The undertaking shall disclose the following information in relation to social dialogue the global percentage of employees covered by workers' representatives, reported at the country level for each EEA country in which the undertaking has significant employment; and	
S1-9	Diversity metrics	The undertaking shall disclose the gender distribution in number and percentage at top management level; and	Working conditions
		The undertaking shall disclose the distribution of employees by age group: under 30 years old; 30-50 years old; over 50 years old.	
S1-11	Social protection	The undertaking shall disclose whether its employees are covered by social protection against loss of income due to major life events, and, if not, the countries where this is not the case.	Working conditions
S1-13	Training and skills development metrics	The disclosure required shall include the percentage of employees that participated in regular performance and career development reviews; such information shall be broken down by gender;	Working conditions
		The disclosure required shall include the average number of training hours per employee and by gender.	
S1-15	Work-life balance metrics	The disclosure shall include the percentage of employees entitled to take family-related leave; and	Working conditions
		The disclosure shall include the percentage of entitled employees that took family-related leave, and a breakdown by gender	
S1-17	Incidents, complaints and severe human rights impacts	The undertaking shall disclose the total number of incidents of discrimination, including harassment, reported in the reporting period;	Conduct Guidelines
		The undertaking shall disclose the number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms) and, where applicable, to the National Contact Points for OECD Multinational Enterprises related to the matters defined in paragraph 2 of this Standard, excluding those already reported in (a) above;	
		The undertaking shall disclose the total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above, and a reconciliation of such monetary amounts disclosed with the most relevant amount presented in the financial statements;	
G1-1	Corporate culture and Business conduct policies and corporate culture	A description of the mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction of its code of conduct or similar internal rules; and whether it accommodates reporting from internal and/or external stakeholders;	Economic Profile & Governance
		Details on the establishment of internal whistleblower reporting channels, including whether the undertaking provides for information and training to its own workers and information about the designation and training of staff receiving reports; and	
		Measures to protect against retaliation its own workers who are whistleblowers in accordance with the applicable law transposing Directive (EU) 2019/1937 of the European Parliament and of the Council;	
GOV-1	The role of the administrative, supervisory and management bodies	Composition and diversity of the management, executive, and supervisory bodies	Economic Profile & Governance
		The expertise and skills of its administrative, management and supervisory bodies on sustainability matters or access to such expertise and skills.	



REQUIREMENT	NAME	INDICATOR	LOCATION
SBM-1	Strategy, business model and value chain	The company must disclose the following information regarding its market position and the key elements of its overall strategy that relate to or impact sustainability matters	Annex 2
		The company must disclose a description of its business model and value chain	
SBM-2	Interests and views of stakeholders	The company must disclose a concise description of the following: Its engagement with stakeholders, including the nature and scope of that engagement; The company's understanding of stakeholders' interests and perspectives, as they relate to the company's strategy and business model(s), to the extent that these were considered during the company's due diligence processes and/or materiality assessment; Whether and how the administrative, management, and supervisory bodies are informed about the views and interests of affected stakeholders, particularly in relation to the company's sustainability-related impacts	Annex 2
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	With regard to the company's material impacts: How the company's negative or positive material impacts affect people or the environment; Whether and how these impacts originate from or are connected to the company's strategy and business model; The reasonably expected time horizons over which these impacts may occur; Whether the company is directly involved in these material impacts through its own activities, or indirectly linked to them via business relationships—along with a description of the nature of those activities or business relationships involved.	Annex 2
		About the company's material impacts: How the company's negative or positive material impacts affect people or the environment; Whether and how these impacts originate from or are connected to the company's strategy and business model; The reasonably expected time horizons over which these impacts may occur; Whether the company is directly involved in these material impacts through its own activities, or indirectly linked to them via business relationships—along with a description of the nature of those activities or business relationships involved.	Annex 2
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	A description of the methodologies and assumptions applied in the processes described	Annex 2
		An overview of the process used to identify, assess, prioritize, and monitor the company's potential and actual impacts on people and the environment, based on the due diligence process related to the company's sustainability obligations	
		An overview of the process used to identify, assess, prioritize, and monitor risks and opportunities that have or may have financial effects	
		A description of the decision-making process, as well as the related internal control procedures	
		To what extent and how the process of identifying, assessing, and managing impacts and risks is integrated into the company's overall risk management process and is used to assess the company's overall risk management profile	
		To what extent and in what way the process of identifying, assessing, and managing opportunities is integrated into the company's overall management process	
		The parameters used by the company	
IRO-1	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	The company must include a list of disclosure requirements observed in the preparation of the sustainability statements, following the materiality assessment.	Annex 1